Defense Integrated Military Human Resources System (Personnel and Pay) (ACAT IAM)

Operational Requirements Document

Prepared in Support of MS B

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Executive Summary

The Operational Requirements Document (ORD) for the Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay)) is offered as a practical and useful tool to those managers responsible for defining system capabilities needed to satisfy the DIMHRS (Pers/Pay) mission need. The Mission Need Statement (MNS), dated February 24, 1998, specifically outlines the mission of DIMHRS (Pers/Pay). The MNS lists the following five major problem areas that will be resolved:

- CINCs do not have access to accurate or timely data on personnel needed to assess operational capabilities.

- OSD and joint managers and other users of data are hindered by the lack of standard data definitions and cannot make necessary comparisons across Services.

- Reservists who are called up are sometimes "lost" in the system; impacting their pay, their credit for service, and their benefits.

- Active duty personnel (and reservists) are not tracked into and within the theater.

- Linkages between the personnel and pay functions differ among the Services resulting in multiple data entry, complex system maintenance, reconciliation workload, and pay discrepancies.

This ORD presents the background that has led to the need for the development of a software application that operates in a common operating environment using common data defined by common business practices where practical. DIMHRS (Pers/Pay) will provide personnel and pay support throughout the life cycle of a Service member's career. This means that it will provide this support across the full operational spectrum -- peacetime and war, through mobilization and demobilization, deployment and redeployment, in theaters of operation and at home bases, capturing and maintaining accurate and timely data. In order to provide this support, it will necessarily collect data on every aspect of the Service member's career. It will retain and maintain that data in a single, comprehensive record of service that will be available to the Service member. The data and information will also be available (through interfaces and/or direct access) to the Service personnel chiefs, CINCs, military personnel and pay managers, and authorized users in OSD and other Federal Agencies.

The Defense Finance and Accounting Service (DFAS) will continue to have responsibility for the computation and disbursement of pay. The DIMHRS (Pers/Pay) pay module will provide a new capability for calculating pay. Since DIMHRS (Pers/Pay) will support pay management as well as personnel management, representatives from DFAS and the Service finance organizations as well as representatives from the personnel community are participating in the process of defining detailed requirements for DIMHRS (Pers/Pay).

The overall goal for DIMHRS (Pers/Pay) is to provide fully integrated military personnel and pay capability for all Components of the Military Services of the Department of Defense with an initial operating capability by 2003. The program's major objective is to enhance mission support to the war fighter and Service Departments by eliminating or reducing data collection burdens, solving operational problems, conserving resources, improving delivery of services, and enhancing readiness. The highest priority of DIMHRS (Pers/Pay) should be to provide timely, accurate, and easily understood functional information for the Service members, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules to ensure the user is not required to make policy determinations. An overarching goal of DIMHRS (Pers/Pay), due to new operational mission requirements, will be to support all-Service information on individuals for joint and multi-service units. The commanders of these units should have the ability to access personnel information on all members assigned to their units regardless of Service. The system must be robust enough to meet changing operational concepts and requirements to the individual (vice unit) level for mobilization, activation, contingency operations, assignment actions, etc. Military personnel processes have been analyzed to ensure that DIMHRS (Pers/Pay) addresses major deficiencies in the delivery of military personnel and pay services. The deficiencies identified are the direct result of the inability of myriad current systems with multiple, complex interfaces to fully support current business process requirements. These deficiencies continue to impact operations and the overall quality of service provided to Service members, and must be corrected to ensure that they receive timely and accurate personnel and pay support to include: correct pay, accurate credit for service, and appropriate benefits.

The high-level requirements have been validated through business process reengineering, involving all Services and Components, for the full scope of the military personnel life cycle. Business process reengineering will produce changes to both policy requirements and processes within the personnel and pay functional arena. The military personnel policy experts in OSD, the Joint Staff and the Military Service Departments will review policy changes for personnel policy implications and validation. DIMHRS (Pers/Pay) will support the Title 10 and Title 32, USC, responsibilities and requirements of the individual Military Service Departments.

Shortcomings in the legacy systems can be summarized as follows:

- <u>Personnel and Pay Inefficiencies.</u> The lack of integration between personnel and pay functions and processes which provide data to the Defense Finance and Accounting Service (DFAS) for pay computation and disbursement causes delays and errors in pay (both underpayments and overpayments), the need for data reconciliation and correction, losses due to overpayments, and costs to recoup overpayments. On average, the Defense Joint Military Pay System (DJMS) input error range is between five and fifteen percent, depending on the proficiency of field site personnel. This error range includes both accuracy and timeliness of submissions. Late inputs create customer service delays and increase the need for complex retroactive computations and debt processing. A recent DFAS study of one Service's input indicates that eight percent of entitlement transactions are transmitted to DFAS more than six months after the event being reported. Service members are impacted by losses or delays in pay and benefits and must go to different

places for pay and personnel support, which contributes to the high cost of manning the current process.

- Inability to Track Active, Guard, and Reserve Status Changes. Guardsmen and Reservists who are called up are sometimes "lost" in the system with consequent risks to their pay, their credit for service, and their benefits.

- Lack of a Single, Comprehensive Personnel and Pay Record of Service. Fragmentary documentation of military service across Components causes Service members difficulty in ensuring that they receive full credit for all service performed and places them at risk of losing benefits to which they are entitled.

- Inconsistent Processes and Data. Because the Services do not collect consistent data, CINCs and other users in DoD and other Federal agencies must apply different business rules, processes, data and systems to obtain personnel data and perform analyses. The selection and implementation of best practices is inhibited. In addition, inconsistent processes and data prevent a personnel specialist from one component or Service of a joint organization from servicing a member from another component or Service.

- Inability to Track Personnel in Theater. Military personnel (Active, Reserve and Guard), as well as DoD civilians, specified foreign nationals, and contractor personnel are not consistently tracked into, around, or departing the theater of operations. Service members thus have difficulty documenting potential exposures to environmental and other hazards of the theater and the Department cannot respond promptly and effectively to problems such as the illnesses of personnel who served in the Persian Gulf War.

- Redundant Data Capture (automated data entry and forms). Redundant data entry restricts efficiency and accuracy and results in disparities among non-integrated systems.

- Multiple, Redundant Systems Support Personnel and Pay. Modernizing, modifying and maintaining legacy systems may not be cost-effective and may in fact prohibit effective business process reengineering. It is difficult to differentiate fully between the savings expected from the elimination of multiple future starts and the savings expected from the need to maintain only one system. The United Kingdom Personnel Administration Agency expects savings of up to 30 percent on the maintenance costs for a single personnel and pay delivery system for their military. DFAS has documented significant savings from consolidation of financial systems to date. Similarly, the experiences of the Marine Corps in consolidating and integrating their systems suggest the potential for significant savings.

- Lack of Security. None of the Services' systems currently meets the new DoD security standards. Government-wide requirements for information assurance and interoperability would be difficult and expensive to satisfy even if adequate numbers of technical personnel were available.

Section 8147 of the Fiscal Year 1999 Defense Appropriations Act mandated the establishment of a defense reform initiative enterprise pilot program for military manpower and personnel

information; to include all functions and systems currently included within the scope of DIMHRS (Pers/Pay) and all appropriate systems within the enterprise of personnel, manpower, training, and compensation. To ensure a specific identity for the current initiative it has been titled DIMHRS (Pers/Pay). This initiative is bounded by the functionality supported by the legacy systems identified in the Baseline Functional Matrix (BFM) and the Baseline Cost Collection Report. Future efforts will be initiated for DIMHRS (Manpower) and DIMHRS (Training).

The capabilities required within the DIMHRS (Pers/Pay) are described in Section 4. The Key Performance Parameters (KPP) are called out in sub-section 4.1. Section 4 also describes the process parameters or business rules that specify how the processes shall collect data and enter it into the field systems and, ultimately, the corporate database, as well as the system parameters that specify how the field systems and corporate database must operate. While the DIMHRS (Pers/Pay) is a software development initiative, the system parameters may address infrastructure requirements to ensure consistency of required capabilities. The DIMHRS (Pers/Pay) design must include the capability for rapid implementation of system changes to support requirements including legislative and policy changes.

Appendix F provides an enterprise-level listing of the military personnel management and pay functionality designated for inclusion in DIMHRS (Pers/Pay). Additionally, Appendix H contains a listing of the military personnel and pay systems which DIMHRS (Pers/Pay) is expected to replace. It is important to emphasize that while DIMHRS (Pers/Pay) will provide automated support to the military personnel and pay processes, the system will not impede or alter any of the authorities and responsibilities of the Services under Title 10 or 32, USC.

DIMHRS (Pers/Pay) is a multi-dimensional project that must blend the following perspectives: Mission support to the war fighter and Service Departments that enhances readiness, Personnel and Pay functional requirements and "best business" practices, technical requirements, and costs, into the overall development strategy and deliver a system that optimizes technology and incorporates improved business practices for the Department of Defense.

The DIMHRS (Pers/Pay) ORD was developed in conjunction with the Joint Integration Group (JIG), which includes representatives from the Joint Staff (J1), all Services and Components, the Defense Finance and Accounting Service (DFAS), and the Defense Manpower Data Center (DMDC). The list of JIG members is provided at Appendix B of this document as the second portion of the distribution list; the first portion of that appendix provides a listing of the Executive Steering Committee members. In concert with the need to integrate the personnel and pay functions, DFAS has been involved with each step of the DIMHRS system development process.

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1 General Description of Operational Capability

1.1 Mission Need Summary

The Mission Need Statement (MNS) for DIMHRS (Pers/Pay) was provided to the Secretaries of the Military Departments for coordination on 6 October 1997. The MNS was approved on February 24, 1998. The Milestone Decision Authority signed the Milestone 0 Acquisition Decision Memorandum on February 27, 1998. A requirement determination analysis (process analysis) was completed and non-materiel alternatives (doctrine, operational concepts, tactics, organization, training and soldiers) were judged to be inadequate. This analysis was discussed in the MNS. The MNS lists the following five major problem areas that will be resolved:

- CINCs do not have access to accurate or timely data on personnel needed to assess operational capabilities.

- OSD and joint managers and other users of data are hindered by the lack of standard data definitions and cannot make necessary comparisons across Services.

- Reservists who are called up are sometimes "lost" in the system impacting their pay, their credit for service, and their benefits.

- Active duty personnel (and reservists) are not tracked into and within a theater of operations.

- Linkages between the personnel and pay functions differ among the Services resulting in multiple data entry, complex system maintenance, reconciliation workload, and pay discrepancies.

The MNS, in the same section, also states that a major need is to provide better service to Service members to ensure they receive correct pay, accurate credit for service, and appropriate benefits. This need is valid worldwide for Active duty, Reserve, and retired military personnel.

In late 1995, the USD(P&R), the USD(Comptroller), and the ASD(C3I) asked the USD(A&T) to establish a Defense Science Board (DSB) Task Force on Military Personnel Information Management to advise the Secretary of Defense on the best strategy to support military personnel and pay functions. The Task Force addressed these issues and published its report in August 1996. The Task Force concluded, "…that the present situation, in which the Services develop and maintain multiple Service-unique military personnel and pay systems, has led to significant functional shortcomings (particularly in the joint arena) and excessive costs for system development and maintenance for the Department of Defense." Their central recommendation was that, "…the Department should move to a single all-Service and all-component, fully integrated personnel and pay system, with common core software…"

The evolving missions and operations of the Department are creating a wider gap between current system capabilities and the Department's policy and process needs. Existing systems are

not responsive enough to fully support the needs of current operations. Similarly, they are not seamless enough to support Active, Reserve and Guard mobilization or multi-component operations. Figure 1-1 depicts major environmental deficiencies in current Military Personnel/Pay Systems as identified by DIMHRS (Pers/Pay) Mission Need Statement (MNS) and expanded upon in this document. The implementation of DIMHRS (Pers/Pay) provides an opportunity to plan, develop, and implement military personnel and payroll modernization with the overall DoD objective of establishing an integrated military personnel and pay system.

Numerous old, deficient, expensive systems	✧70+ systems slated for replacement by DIMHRS ✧Responses to policy & regulatory changes uneven
+	
Theater and Contingency Operations not well-served	✧CINCs get inconsistent/untimely information on personnel assets ✧Personnel not consistently tracked in/around theater
+	
Reserve Call-up poorly supported	✧Reservists "lost" in system ✧Pay and service credit adversely affected ✧High cost processing and record correction
+	
Personnel/Pay functional linkages and systems are poor	✧Redundant data capture ✧Complex system maintenance ✧Personnel record keeping and pay problems for members
+	
Non-standard Data	✧Inability to accomplish DoD-wide analysis ✧Inability to easily transfer data

Results in...

- ✧ **Personnel and pay systems cannot keep pace with velocity of change**
- ✧ **High cost to maintain**
- ✧ **Personnel and Payroll service to member suffers**

Figure 1-1 Major Environmental Deficiencies

1.2   Mission Area Description

Military personnel and pay functions support Active duty, Guard, and Reserve personnel (and their families) throughout their entire military careers – through periods of peacetime, mobilization and war – and beyond their military service. These functions comprise the military personnel mission area as described in the Defense Information Infrastructure Version 3.1 and support the management, planning, administration, training, and programming of resources for military manpower functions as prescribed by federal law as well as DoD and Service directives and regulations. Many of the core military personnel and pay functions are performed in the field and are directly related to readiness, force management, and strength accounting. OMB Policy Letter 92-1 defines an inherently governmental function as one involving an exercise of the government's discretionary authority in choosing among courses of action. Virtually all of

the underlying military personnel management functional activities meet this definition (e.g., decisions on accessions, rating, rewarding, promoting, mobilizing, assigning, retaining, and separating). It is expected, however, that during reengineering, some administrative activities will be identified that can be evaluated for outsourcing (e.g., management of historical records). Appendix F lists the set of functional processes that have been identified as within the scope of DIMHRS (Pers/Pay). It also lists processes outside the scope.

Since the advent of data automation, the Military Services have managed their personnel resources with automated systems developed by the individual Services (and sometimes the Components within a Service). The Operational and System views provided at Appendix G demonstrate the intricacies of the Services' and Defense agencies' personnel and pay functional architecture. While there are some process reasons why the systems differ due to differences in mission, programs, or implementing legislation, most of the differences are the result of different Services developing systems at different times with little interface with or knowledge of other Service systems. Thus, the Department of Defense currently finds itself with a multitude of unique core personnel field level and headquarters systems – many of which support yet other unique systems.

The military personnel Information Management/Business Process Reengineering (IM/BPR) program was initiated in 1992 to address the above mentioned problems. The central goals of the program are to support the core mission of conducting joint operations by supporting the warfighter; to promote and maintain effective military personnel management; and to ensure that accurate and timely data are available at all levels of management and oversight, including delivery of benefits. The program was initiated with high-level process and data modeling and the development of a strategic plan. The program focused on a wide range of about 70 studies, analyses, data standardization, and BPR efforts across the personnel management spectrum. Several incremental BPR and system design and development efforts were implemented to support specific, targeted areas. Although the IM/BPR program has been highly successful in addressing many issues in military personnel management, it became clear that to resolve the most critical problems highlighted during the Gulf War, the program would have to integrate the Active, Guard, and Reserve data bases; integrate personnel and pay functionality; streamline and improve automated support to the mobilization and deployment processes; and implement standard data that reflected the core requirements of the CINCs, the Military Departments, OSD, and other Federal agencies.

Section 8147 of the Fiscal Year 1999 Defense Appropriations Act mandated the establishment of a defense reform initiative enterprise pilot program for military manpower and personnel information to include all functions and systems currently included within the scope of DIMHRS and all appropriate systems within the enterprise of personnel, manpower, training, and compensation. To ensure a specific identity for the current initiative it has been titled DIMHRS (Pers/Pay). This initiative is bounded by the functional processes identified in Appendix F.

1.3 Proposed System

To fulfill the needs and overcome the problems outlined above, DIMHRS (Pers/Pay) shall be a standard, single military personnel and pay system. It shall be based on an extensive reengineering of business practices that captures the best of both private and public sectors.

DIMHRS (Pers/Pay) will support the set of core processes (see Appendix F) that are common to all Services. This core system shall collect, store, pass, process, and report personnel and pay data for all Active, Reserve, Guard, and retired personnel. Any processes that are supported by targeted legacy systems will also be supported by DIMHRS (Pers/Pay). If legacy processes are not included in the set of core processes, they will be included in DIMHRS (Pers/Pay) as Service-specific. With development of DIMHRS (Manpower) and DIMHRS (Training), some of these Service-specific processes may become core for the expanded system. DIMHRS (Pers/Pay) will support the responsibilities and requirements of the individual Military Service Departments and, in time of war, the Coast Guard. While the Services retain their congressionally mandated Title 10 (Armed Forces) and Title 32 (National Guard) responsibilities, DIMHRS (Pers/Pay) will provide common core functionality, common information and data exchange, and associated common core database capabilities supplemented by Service specific needs. Common software and databases are the foundation of DIMHRS – they will make DIMHRS operate as a single integrated approach over time. This core capability will support multi-component, Service, Joint, and combined task organized forces. Personnel asset visibility, as part of Total Asset Visibility (TAV), will remain the critical minimum essential capability.

The Services will retain their force structure management command and control function to assure personnel operational readiness. Personnel and pay organizations will use DIMHRS (Pers/Pay) at all echelons of command to support the personnel and pay function. Users will include personnel/pay specialists supporting individuals and units; headquarters formulating personnel and manpower programs, etc.; joint commanders receiving data directly; and members accessing the system for certain purposes. Managers and analysts in OSD, the Joint Staff, and other Federal Agencies will also use data generated and maintained by DIMHRS (Pers/Pay). Where Service-unique practices have a business reason to be retained, they shall be incorporated smoothly and efficiently with the core system.

A fully integrated military personnel and pay system meets the following criteria: one-time entry of data that automatically triggers all personnel and pay transactions; one set of fully automated edits per function; and, processing that does not require manual reconciliation or intermediate data entry. From a logical standpoint, each Service shall have a single personnel and pay system with a single logical database. From a technical or physical standpoint, modern technology and modular system development approaches may result in a system with separate (and possibly distributed) modules and/or automatically replicated/synchronized database components. In either case, the user must see a single, fully integrated system, providing combined personnel and pay functionality.

The system shall operate in an environment that takes best advantage of existing and emerging technologies (e.g., web-based solutions, Smartcard and other portable information carriers, PKI devices, card scanners). Consistent with OMB guidance, the Clinger-Cohen Act, and DoD policy, it is expected that the system shall be based on Commercial-Off-The-Shelf (COTS) software. Since the Air Force has reported initial success in its use of COTS in this functional area, it is highly unlikely that a non-COTS solution could be justified. The specific technical solution will be determined during the design phase of system development. The client function shall be PC-based and utilize commercial graphical user interfaces (GUI). The system shall provide the capability to interface with a database management system via appropriate front end GUI to perform standard and customized tasks as well as expand sufficiently and rapidly enough

to support wartime scenarios. The repository of all the information shall be a single logical database (as described above). DIMHRS (Pers/Pay) shall comply with DoD standards for data and telecommunications. The data standards will be revised to reflect a COTS product as appropriate after selection. A listing of the legacy systems that DIMHRS (Pers/Pay) shall replace is included at Appendix H.

DIMHRS (Pers/Pay) deployment provides a "best practices" system across the Defense community. Existing systems are so diverse that Service system modernization may not be able to incorporate superior processes available from the private sector and other public systems. The DIMHRS (Pers/Pay) design shall include the capability for rapid implementation of system changes to support functional requirements, new legislation, and policy changes. Additionally, economies of scale (and cost efficiencies), possible through upgrading the entire DoD homogeneous process/system at one time may also be missed. This is particularly true for periodic upgrades. Use of COTS is intended to enable more frequent, cost-efficient upgrades to keep processes and systems current.

To ensure DIMHRS (Pers/Pay) fulfills the needs of all Services and Components, the Joint Requirements and Integration Office (JR&IO) shall specify system requirements in a joint environment. Staffed by members of all Services/Components and DFAS, the JR&IO also uses Service subject matter experts on an as-needed basis to provide the in-depth expertise necessary to specify detailed requirements. Military personnel and pay policy experts within OSD, DFAS, the Joint Staff and Military Service Departments will review/validate policy change requirements. The DIMHRS Joint Program Management Office (JPMO) shall develop DIMHRS (Pers/Pay). The JPMO is part of the Program Executive Office, Information and Technology (PEO (IT)). Since DIMHRS (Pers/Pay) will support pay as well as personnel management, representatives from DFAS and the Service finance organizations as well as representatives from the personnel community will participate in the process of defining detailed requirements for the system. OSD, Joint Staff, and Service Department staffs retain military personnel policy oversight/authority. JR&IO will maintain overall functional management authority with PEO (IT) providing acquisition program management support for the program.

DIMHRS (Pers/Pay) shall provide the Joint Commander with access to accurate and timely data on the number, characteristics, location, and status of all deployed personnel. The system shall provide decision support capabilities that are predictive in nature, support personnel accounting and strength management, and provide for timely integration of personnel requirements for deployment, sustainment, and replacement operations. Strength accounting and reporting shall be available by unit and location for personnel assets in-transit or scheduled for the combat theater. Reporting and tracking of non-combatants such as family members shall be provided in theater. All of this information shall be readily available through a function that provides ad-hoc and preset reporting capability that meets both static installation and dynamic deployed support environments. Routine personnel and pay transactions for theater personnel shall be conducted smoothly and without interruption. A critical priority of DIMHRS (Pers/Pay) shall be timely, accurate, and easily understood functional information for the member, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules to ensure the user is not required to make policy determinations. With the new system, actions such as changes to personnel location, personnel status, and unit assignment

updates for a member of any Service or component could be accomplished by a servicing technician from any other Service or component.

The goal of DIMHRS (Pers/Pay) shall be to provide the Military Services and their Components the capability to effectively manage their members across the full operational spectrum -- during peacetime, war, through mobilization and demobilization -- capturing accurate and timely data throughout. DIMHRS (Pers/Pay) shall support all-Service information on individuals for joint and multi-service units. Commanders of all units shall have the ability to access personnel information on all members assigned to their units regardless of Service. DIMHRS (Pers/Pay) shall be robust enough to meet changing operational concepts and requirements to the individual vice unit level for mobilization, activation, contingency operations, assignment actions, etc. The system shall support the full range of personnel life-cycle activities from accessing members, documenting factors required to ensure proper pay and benefits, and tracking service in theater, to separating, retiring, or transferring individuals to other Services or Components. By providing a simplified, one-stop support concept, the objective system shall minimize duplicative work for the individual and technician. It shall also provide Service Headquarters the ability to generate standard and ad hoc reports to manage personnel and finance functions.

DIMHRS (Pers/Pay) shall also enable Service members to better manage their own careers. Members shall have access to their personnel and pay information and be able to change designated personal information such as mailing address, telephone number, etc., without visiting a personnel office. When in transit or during a joint assignment, the member shall be able to obtain needed support (e.g., duty status changes, pay and allowance updates) from a personnel office of any Military Service. Hence, DIMHRS (Pers/Pay) shall enhance the support provided to each Service member and make that support available in a greater number of circumstances and locations.

From a technical perspective, DIMHRS (Pers/Pay) shall be designed to seamlessly integrate into the DoD environment. This includes compliance with existing and evolving standards as specified in the Joint Technical Architecture (JTA), maximizing efficiency and performance in adverse environments, and seamlessly integrating/interfacing with DoD and external systems. DIMHRS (Pers/Pay) shall also meet DoD security guidelines and minimize the potential for unauthorized access to data. The DIMHRS (Pers/Pay) design must include the capability for rapid implementation of system changes to support requirements including legislative and policy changes.

1.4 Missions of the Proposed System

DIMHRS (Pers/Pay) will accomplish the following missions:

- Provide a single, joint personnel asset visibility system supporting the CINCs with accurate and timely data on personnel needed to track Active, Reserve, and Guard personnel into and within a theater of operations in support of operational requirements.

- Link the personnel and pay functions for all military personnel across all the Services to eliminate duplicate data entry, reduce complex system maintenance, and minimize pay discrepancies.

- Implement a single system with standard data definitions to facilitate management decision processes across the Services and OSD.

- Account for status changes between Active, Reserve, and Guard components to ensure that all service time is accurately reflected to minimize impact on individual pay, credit for service, and other benefits.

1.5 Operations and Support Concepts

The Defense Integrated Military Human Resource System for Personnel and Pay (DIMHRS (Pers/Pay)) must support Joint Vision 2020 and beyond. The system will enable disciplined human resource management – secure, timely, accurate, reliable and responsive information for the warfighting and sustainment base commanders and staff. The system will support human resource unified actions among air, land, sea, space, and special operations as a single virtual system. This system will support the entire operational spectrum from peace through war operations.

The concept of operations for DIMHRS (Pers/Pay) is based on five tenets:

- Provide military personnel and pay support to the member throughout the member's military life cycle.

DIMHRS (Pers/Pay) will be the single, authoritative source of data about military personnel throughout their affiliation with the Department of Defense (DoD). This will be based on a single, fully integrated, comprehensive record of information supporting the accession, initial entry training, development, allocation, deployment, sustainment, call or recall to active duty of reservists and retirees, quality of life, and the separation and retirement processes that members encounter in this affiliation. This record will also ensure members receive the benefits to which they are entitled as a result of their affiliation with the DoD.

DIMHRS (Pers/Pay) will enable the Services to provide controlled and incremental decentralized access to authorized users through Service communication infrastructures. This will enable Service electronic on-line personnel and pay services, such as Army on-line, Marine OnLine, and Employee/Member Self Service (E/MSS) in an evolutionary manner. The provision of this access will enable the member to manage specified information maintained on the member within the DIMHRS (Pers/Pay). DIMHRS (Pers/Pay) will eventually replace the Service personnel system of record for peace through war operations. The personnel and pay organizations will use DIMHRS (Pers/Pay) at all echelons of command to support the personnel and pay function.

- Support the needs of commanders throughout the operational spectrum.

DIMHRS (Pers/Pay) will exploit leading edge information technologies necessary to support operational concepts as outlined by Joint Vision 2020. It is an element of the foundation necessary to achieve full spectrum dominance, and is essential to the Command, Control, Communications, Computers and Intelligence for the Warrior (C4IFTW) concept. DIMHRS (Pers/Pay) will be the commander's personnel and pay tool to support the individual service member, civilian, and contractor within the commander's area of responsibility. The personnel community will provide the accountability necessary for commanders to adjust their battle plan and tempo on the move. The system will aid in the organization and prosecution of all missions

assigned. It will furnish key personnel information to the Global Command & Control System (GCCS) and the Global Combat Support System (GCSS) Family of Systems (FoS) at the strategic and service department level. It will support decision support systems that are predictive in nature, require computer based personnel accounting and strength management, and enable timely coordination within weapon system crew requirements for deployment, sustainment, and replacement operations. Identifying the required personnel (i.e., military service member, civilian, or contractor), their status, and organization comprise the minimum basic information requirement.

Commanders at all levels of command must have personnel accountability of all personnel assets within their area of responsibility. The ability to capture essential data, transform it into usable information and gain information superiority is paramount to the success of maintaining force readiness and winning our Nation's conflicts. DIMHRS (Pers/Pay) supports the ability to achieve this "information on demand" objective. The resulting system will support timely command and control of the Personnel/Pay pipeline, one fused Personnel/Pay picture, and a closed link between command and control and Personnel/Pay during the execution of any operation or mission in support of the joint warfighter. DIMHRS (Pers/Pay) supports the most critical peacetime, contingency, sustainment, and war personnel accountability needs of the commander at all echelons of command.

Ultimately, DIMHRS will significantly improve the joint commander's ability to rapidly deploy a force by reducing deployment processing time to minutes rather than hours or days by providing automated tools for the purpose of recording, reporting, and then validating deployment readiness. DIMHRS (Pers/Pay) will routinely aggregate and make available to unit commanders a consolidated status of unit personnel based on information provided by Service personnel and pay support systems (e.g., law enforcement, judicial, medical, dental, chaplain, and finance). In this capacity, DIMHRS (Pers/Pay) will serve as the commander's tool to identify personnel, personnel skills, and associated personnel status and issues for peace and wartime missions. It will also enable the commander to control assets, influence distribution of personnel within theater, and maintain awareness of HR issues.

DIMHRS (Pers/Pay) will provide joint interoperability spanning the functional areas of personnel and pay through a fused, integrated environment in support of the warfighter and sustaining base. DIMHRS will be an open-architecture based system with the purpose of enhancing combat effectiveness. It is a requirements driven, warfighter focused initiative that is based on improving mobilization, deployment, employment, re-deployment, sustainment, reconstitution, and regeneration processes and accelerated delivery and presentation of combat decision support information.

DIMHRS (Pers/Pay) will enhance combat effectiveness in support of the joint warfighter through the use of advanced technologies capable of integrating existing and emerging Personnel and Pay information systems to gain efficiency and interoperability. The system will provide "any box, any user, one net, one picture" capability. Warfighter access to critical information must not be limited – the system will ensure that the warfighter has global access to that information.

- Employ standard business processes, to the maximum extent possible, that generate standard data.

DIMHRS (Pers/Pay) will provide common core functionality, common information and data exchange, and associated common core database across the Department that is supplemented by

Service specific needs while the Services retain their congressionally mandated Title 10 (Armed Forces) and Title 32 (National Guard) responsibilities. Common processes, software and databases are the foundation of DIMHRS (Pers/Pay). It will make DIMHRS (Pers/Pay) operate as one single integrated virtual system at FOC.

The integration of Service personnel and military pay input functions will occur based on business process engineering and DIMHRS (Pers/Pay) support services. The system's design and support capabilities will support the Services' force structure and military personnel and pay procedures defined in Section 6 of this document.

- Within the operational architecture, reduce the number of intermediate nodes between source data input and headquarters database management and applications.

DIMHRS (Pers/Pay) will operate within the framework of the GCSS FoS and GCCS, serving as the human resource (HR) component of GCSS. DIMHRS (Pers/Pay) will integrate personnel and pay and will provide human resource management support within this framework across all Services to include Active, Guard, and Reserve Component personnel. U.S. DoD civilian employees, non-U.S. DoD civilian employees and contractor support personnel will also be visible in theater through DIHMRS (Pers/Pay) capability. Although the system will provide visibility for civilians in theater, it will not provide pay support; this will continue to be provided via the Defense Civilian Pay System (DCPS).

The Joint Technical Architecture (JTA) will guide information and data interoperability and intraoperability needs and development standards, such as the human-computer interface and C2 interoperability guidelines. Prior to Milestone II, each Service will define their current and future human resource (HR) support architectures (operational, technical, and system) in order to quantify and define their operational and acquisition needs. This will detail all known life cycle interoperability and intraoperability needs.

Integrated Service architecture needs will be incorporated into the DIMHRS (Pers/Pay) solution. Each Service will provide hardware life cycle logistics support. DIMHRS (Pers/Pay) will be the Service's personnel and pay system of record, assure database synchronization, and provide personnel and pay status to the Service battle command system. These interoperability links will provide personnel, pay, and mission situational awareness and support the definition of the commander's common operating picture (as defined in the Service's command and control requirements documentation).

DIMHRS (Pers/Pay) will also exchange data with the service digitized records management systems. This will assure regulatory and legal historical personnel history tracking.

- Provide a flexible environment that will enable maximum use of emerging technologies.

As the Services develop and refine their force structure for the next century, DIMHRS (Pers/Pay) will provide a system flexible enough to meet any challenges that force structure may present and any business process redesign efforts undertaken. As DIMHRS (Pers/Pay) evolves, the DIMHRS (Pers/Pay) developers shall establish plans to replace major Service personnel systems with a DIMHRS (Pers/Pay) service level module or segment. Services are still required to retain the structure management command and control function to assure operational tempo.

DIMHRS (Pers/Pay) will incorporate personnel and pay functions that meet or exceed service legacy system capability. Concurrent with developing service system replacements, the

DIMHRS (Pers/Pay) program will provide for personnel service support activity or organization business process redesign and implementation. This will assure the synchronization of modern DIMHRS (Pers/Pay) capabilities with organization structures, business procedures, and computing and communications capabilities.

The DIMHRS (Pers/Pay) will provide a fully integrated military personnel and pay capability for military services. DIMHRS (Pers/Pay) will act as a single integrated virtual system while simultaneously supporting sustainment or split-based operations in peace and war environments. This core capability will support multi-component, Service, Joint, and combined task organized forces. DIMHRS (Pers/Pay) will support where applicable Service (Active, Guard, and Reserve) unique-specific functionality, databases, and associated standards based on mission need.

1.6 Evolutionary Acquisition

DIMHRS (Pers/Pay) will take an incremental approach to development. It will be developed as a series of useful assets, each of which will consist of one or more application segments that will be developed separately, then integrated to form the assets. An IT Investment Management Process will provide an integrated approach to managing IT investments. The process will provide for the continuous identification, selection, operation, life-cycle management, and evaluation of IT investments.

2 Threat

2.1 Threat Overview

The threat to the DIMHRS (Pers/Pay) system varies depending on the level of conflict, data transmission mode, location/vulnerability of individual nodes, and the sensitivity/ classification of the compiled data contained within the system. These threats are fully defined in the National Air Intelligence Center (NAIC) Automated Information System Threat Environment Description (U) (AIS TED)NAIC-1574-0210-00, September 2000, (S//NF//MR); Electronic Warfare Threat Environment Description (U) (EW TED), NAIC-1574-0731-01, October 2000, (S//NF//MR); and the Worldwide: Threats to Network Centric Warfare (U), ONI-1573-001-00, October 1999, (S//NF//X1). Some DIMHRS (Pers/Pay) personnel must hold current SECRET level clearances in order to access this document and to be cognizant of classified systems with which DIMHRS (Pers/Pay) must interface.

International borders do not restrict the potential threats to information systems that heavily leverage commercial communication systems. Similar to other C4I systems, DIMHRS will be vulnerable to both inadvertent and deliberate actions. Specifically, vulnerabilities include deception/corruption, denial/loss of information, physical destruction/damage, and exploitation of system tasking/configuration.

2.2 Threats Unique to Overseas Deployment

The threat potential increases as the system is expanded to include units or organizations deployed to locations throughout the world, especially during conflict or peacekeeping operations where security procedures cannot be supported in the same manner as hardened, fixed sites. Overseas deployment of the system subjects DIMHRS (Pers/Pay) equipment to the risk of damage or destruction by conventional ground, air, and naval systems or weapons.

3 Shortcomings of Existing Systems and C4ISR Architectures

3.1 Legacy System Shortcomings

DIMHRS (Pers/Pay) replaces the legacy systems listed at Appendix H. These systems were designed at different times, reside on different hardware platforms, use a variety of in-house and commercial software, and vary widely in their functionality. They are based on Service-unique business practices that manage Service-unique data. Some integrate Active, Guard, and Reserve component members while others do not. Only the Marine Corps system combines personnel and pay functionality within one integrated system that supports Active and Reserve members. Some have been operating for decades on what is now obsolete hardware. All in all, the legacy systems vary greatly in modernity, maintainability, and functionality.

The difficulty in integrating the Services' unique data elements into meaningful information presents problems in monitoring deployments, responding to needs of family members, and implementing personnel policies. Many problems encountered in identifying activated Guard and Reserve members and the lack of connectivity between Active, Guard, and Reserve personnel data systems create both operational and personnel problems that must be resolved manually. Pay and benefits are often delayed or inaccurate and personnel records do not always reflect full credit for service. Military personnel also have difficulty in demonstrating potential exposures to environmental hazards because systems do not report deployment or movements in theater. As a result, benefits may be delayed or lost. Additionally, with no accurate record of personnel deployments or movements in theater, the long-term effects on operational efficiencies may not be fully understood. Other Federal agencies, such as the Department of Veterans Affairs (VA) and the Department of Health and Human Services (HHS) rely on DoD to provide information for their analyses and calculations of benefits. Accurate, timely data are not currently available to support their needs.

3.2 Operational and Member Support

From the perspective of the Joint Commander, the operational impact of this hodgepodge of systems is that neither timely nor accurate data on the capabilities and locations of in-theater military personnel is available. For Service and OSD managers and analysts, it is difficult to confirm even the broadest characteristics of the individuals deployed or the mobilized force. The ability to effectively deploy military forces to an operational theater is hindered rather than facilitated by the existing systems.

Many of the existing systems do not provide adequate support to Service members. Pay and benefits are often delayed or inaccurate and personnel records do not always reflect full credit for service. The DoD Senior Financial Management Oversight Council (SFMOC) concluded in April 1994 that pay is a continuous concern. Personnel and pay interfaces lack sufficient internal controls and have increased opportunity for errors (e.g., pay that is not entitled, overpayments, delayed payments, and payments to fictitious persons).

3.3 Shortcoming Summary

Shortcomings in the legacy systems can be summarized as follows:

- Personnel and Pay Inefficiencies. The lack of integration of personnel and pay processes that provide data to DFAS for pay computation and disbursement causes delays and errors in pay (both underpayments and overpayments), the need for data reconciliation and correction, losses due to overpayments and costs to recoup overpayments. On average, the Defense Joint Military Pay System (DJMS) input error range is between five and fifteen percent, depending on the proficiency of field site personnel. This error range includes both accuracy and timeliness of submissions. Late inputs create customer service delays and increase the need for complex retroactive computations and debt processing. A recent DFAS study of one Service's input indicates that eight percent of entitlement transactions are transmitted to DFAS more than six months after the event being reported. Service members are impacted by losses or delays in pay and benefits and must go to different places for pay and personnel support, which contributes to the high cost of manning the current process.

- Inability to Track Active, Guard, and Reserve Status Changes. Guardsmen and Reservists who are called up are sometimes "lost" in the system with consequent risks to their pay, their credit for service, and their benefits.

- Lack of a Single, Comprehensive Personnel and Pay Record of Service. Fragmentary documentation of military service across Components causes Service members difficulty ensuring that they receive full credit for all service performed and places them at risk of losing benefits to which they are entitled.

- Inconsistent Processes and Data. Because the Services do not collect consistent data, CINCs and other users in DoD and other Federal agencies must apply different business rules, processes, data and systems to obtain personnel data and perform analyses. The selection and implementation of best practices is inhibited. In addition, inconsistent processes and data prevent a personnel specialist from one component or Service of a joint organization from servicing a member from another component or Service.

- Inability to Track Personnel in Theater. Military personnel (Active, Reserve and Guard), as well as DoD civilians, specified foreign nationals, and contractor personnel are not consistently tracked into, around, or departing the theater of operations. Service members thus have difficulty documenting potential exposures to environmental and other hazards of the theater and the Department cannot respond promptly and effectively to problems such as the illnesses of personnel who served in the Persian Gulf War.

- Redundant Data Capture (automated data entry and forms). Redundant data entry restricts efficiency and accuracy and results in disparities among non-integrated systems.

- Multiple, Redundant Systems Support Personnel and Pay. Modernizing, modifying and maintaining legacy systems may not be cost-effective and may in fact prohibit effective

business process reengineering. It is difficult to differentiate fully between the savings expected from the elimination of multiple future starts and the savings expected from the need to maintain only one system. The United Kingdom Personnel Administration Agency expects savings of up to 30 percent on the maintenance costs for a single personnel and pay delivery system for their military. DFAS has documented significant savings from consolidation of financial systems to date. Similarly, the experiences of the Marine Corps in consolidating and integrating their systems suggest the potential for significant savings.

- Lack of Security. None of the Services' systems currently meet the new DoD security standards. Government-wide requirements for information assurance and interoperability would be difficult and expensive to satisfy even if adequate numbers of technical personnel were available.

4 Capabilities Required

The capabilities of the legacy systems that are not identified as Service-unique establish the core functional baseline for DIMHRS (Pers/Pay). The processes that support these functions will be reengineered, and, combined with solutions to the deficiencies noted above, used as the starting point for DIMHRS (Pers/Pay) design. Functionality will be identified and added to fully support an integrated military personnel and pay system. As a minimum, DIMHRS (Pers/Pay) shall meet or exceed existing systems' functionality, except where that functionality has been replaced by the reengineering process. The requirements presented implicitly or explicitly in this document address the capabilities that DIMHRS (Pers/Pay) will provide during the development, initial fielding, and ultimately the full operations of the system. Performance parameters do not extend into interfacing systems. DIMHRS (Pers/Pay) will not reconstitute data that is archived by legacy systems prior to its implementation. It will, however, migrate active data from legacy systems as they are replaced. DIMHRS (Pers/Pay) will also provide a capability to query archived data if DIMHRS is replacing the system that contains the query capability.

DIMHRS (Pers/Pay) shall be a single standard military personnel and pay system supporting approximately 3.1 million military personnel of all Services and their Components at the Services' personnel support activities. It shall collect, store, pass, process, and report personnel and pay data for these personnel. In addition, DIMHRS (Pers/Pay) shall provide the capability to collect, process, and report appropriate data on DoD-sponsored civilians and designated foreign military personnel deployed to or in a theater of operations as required during specified contingency, wartime and non-combatant evacuation operations. In support of this capacity, the system will interface with the Defense Civilian Personnel Data System (DCPDS). This capability will accommodate up to a 33 percent surge in records maintained. It will maintain personnel information on approximately 3 million retirees and survivor personnel; however, the Defense Retired Annuitant Pay System (DRAS) will continue to provide pay support to this population. Information requirements will be identified early so that DIMHRS (Pers/Pay) and DRAS can be responsive to any change in interface requirements.

The DIMHRS (Pers/Pay) program is a software application development effort. The system developer is responsible for defining the infrastructure required to support the system. However, for successful operation it is dependent on the DII COE compliant infrastructure to be provided by the Services and their Components. The system and its internal processes shall meet departmental guidelines for interoperability and information assurance. It shall operate on Non-Developmental Item (NDI) equipment using COTS and Government Off-The Shelf (GOTS) software to the maximum extent possible. The DIMHRS (Pers/Pay) design shall include the capability for rapid implementation of system changes to support requirements, including legislative and policy changes. It is recognized that transition to a new system always causes some additional burdens to system users and maintainers for training and dual processing. The migration strategy for DIMHRS (Pers/Pay) shall not cause increased workload for any segment of the user community for more than two years in total.

Key Performance Parameters (KPPs) are validated by the JROC. The validated KPPs will be included in the Acquisition Program Baseline (APB) which is approved by the Milestone Decision Authority (MDA). Key performance parameters are capabilities or characteristics

considered most essential for successful mission accomplishment and are expressed as thresholds and objectives. Failure to meet a key performance parameter threshold can be cause for the concept of system selection to be reevaluated or the program to be reassessed or terminated.

It is envisioned that the Service computer, communications, and electronics (CCE) infrastructure will support the IOC processes and communication needs of DIMHRS (Pers/Pay). Each Service has plans to modernize their CCE infrastructure. The initial capability will be fielded on host Service computer hardware and use the Service communications infrastructure. Intraoperability (e.g., inside Service) needs between the DIMHRS (Pers/Pay) IOC and host Service personnel and pay systems will be supported by DIMHRS open systems design standards to ensure Service systems can exchange data and use personnel asset visibility information. No organizational changes are required.

DIMHRS (Pers/Pay) interoperability shall provide authorized external systems with the personnel and pay data they require. This capability should provide increased levels of service and accuracy through more robust and timely receipt of information.

The DIMHRS (Pers/Pay) Full Operating Capability (FOC) will support Joint Vision 2020. DIMHRS (Pers/Pay) will assure timely, accurate, reliable, responsive, and disciplined human resource information superiority and dominance for the warfighting and sustainment base commanders and staff. As a predominantly software system, DIMHRS (Pers/Pay) has the ability to adjust to anticipated changes in force structure, doctrine, and business processes arising from Service specific needs, Congressional mandates, and Joint Vision 2020. These sources of change will dominate future organizational changes, whereas DIMHRS (Pers/Pay) is only expected to cause minor deviations in organizational structure. Joint Vision 2020 and Service oriented Joint Vision 2020, strategies, and modernization plans will drive DIMHRS (Pers/Pay) FOC.

Business process reengineering will produce changes to both policy requirements and processes within the personnel and pay functional arena. To the greatest extent possible, the resulting processes will be common across the Department and be based on standardized data. As each portion of the BPR effort is completed, the business rules defining the performance of each function, process, and activity within DIMHRS (Pers/Pay) will be compared to process and system parameters to ensure that the objective system supports and enables the implementation of the streamlined processes.

After the COTS product has been selected, the JPMO will evaluate the product's ability to meet the performance parameters that are stated in the ORD. In the event the product cannot meet all of the parameters, the JPMO will provide an analysis of the cost and schedule impact on the program of meeting those parameters where the product is deficient. The functional community (through the JIG and the ESC) will evaluate the benefits of achieving the stated performance parameters. Any changes to the performance and system parameters arising from this product review, ongoing BPR activities, or cost as an independent variable (CAIV) analysis will be subject to review by the JIG and the Steering Committee to ensure that the functional requirements are still satisfied. Per CJCSI 3170.01A, the JROC will also review this ORD if a recommendation is made to change a Key Performance Parameter at any time during the life of this program. Based on these conditions, some parameters may be revised prior to Milestone III.

System parameters are those performance parameters validated by the functional community and approved by the Military Personnel and Pay Executive Steering Committee for inclusion in the Acquisition Program documentation. System parameters are capabilities or characteristics considered essential for successful mission accomplishment and are expressed as thresholds and objectives. Failure to meet these system parameters or adjustments to the system parameters will be cause for reassessment or reevaluation of the program by the functional community. These issues will be a matter of negotiation between the Military Personnel and Pay Executive Steering Committee and the Program Management Office during each Milestone Phase.

DIMHRS (Pers/Pay) will be knowledge based to reduce task skill complexity and avoid an increase in personnel and pay job skill training requirements. Input and help capabilities, and data integrity edits shall ensure data complies with defined business rules. Processes and systems shall continue to support all current functions unless those functions are eliminated during detailed process reengineering. This means that interfaces to all legacy systems not replaced shall be built and/or maintained. A listing of the legacy systems that DIMHRS (Pers/Pay) will replace is included as Appendix H to this document.

The following subsections discuss performance parameters. Key Performance Parameters (KPP) are presented in subsection 4.1.

4.1 Key Performance Parameters (KPP)

Key performance parameters are those capabilities or characteristics considered most essential for successful mission accomplishment. The system's key performance parameters are stated in the following subsections.

4.1.1 Personnel and Pay Data Changes

The system shall update personnel and pay data changes (including deployment and unit affiliation data) in the corporate database within 24 hours of input at the source data collection point (12 hours for specified information). [Note: The 'specified information' required is contained in Section 4.3.14 of this document.]

> Threshold: 98% of the time/Objective: 100% of the time

4.1.2 Transaction Storage

Whenever DIMHRS (Pers/Pay) external interfaces are inoperable, DIMHRS (Pers/Pay) shall store transactions in a queue for later transmission. DIMHRS (Pers/Pay) shall prioritize stored transactions with the highest priority assigned to Joint Personnel Asset Visibility (JPAV) - related transactions. Whenever DIMHRS (Pers/Pay) external interfaces are restored, DIMHRS (Pers/Pay) shall transmit queued transactions according to highest priority first. Whenever transactions queued for transmission have equal priority, the transaction having the earliest (oldest) time stamp shall be transmitted soonest (first in first out). The system will notify the operator when transactions are being stored and when transactions automatically begin transmitting.

Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours.

Objective: DIMHRS (Pers/Pay) shall transmit 100% of queued transactions within 12 hours of the required interface(s) being restored.

4.1.3   Data Accuracy

DIMHRS (Pers/Pay) will support data accuracy (logical consistency of the data), which is measured by the validity of all information accepted based on defined business rules, using standard codes and consistent with data already present.

Threshold: 99.9% of data accepted will be accurate/Objective: 100%

4.1.4   Single Data Entry

Data entry into the fully integrated personnel and pay system across all Active, Guard, and Reserve component personnel and pay functions will be required only once. The volume of transactions that require data recollection will be the measure of success.

Threshold: 2% of transactions require recollection/Objective: 0%

4.1.5   Online Query

All personnel and pay data on personnel still in service (regardless of component or status) or for 24 months after separation or death will be retrievable online based on a single query. All personnel data will be maintained on retirees for 24 months after the retiree's death and will be retrievable online based on a single query.

Threshold: 98% of data retrieved via a single query/Objective: 100%

4.1.6   Standard Data

DIMHRS (Pers/Pay) shall use standard pers/pay data elements generated from the set of common personnel processes and business rules across all Service/Components (except those with precisely defined Agency/Service specific pers/pay data elements) as DIMHRS (Pers/Pay) is fully implemented within each Service to ensure data interoperability. Data interoperability is an integral part of the GCSS FoS.

Threshold: 95% of data elements are standard/Objective: 100%

4.1.7   Cross-Service/Component Support

DIMHRS (Pers/Pay) shall allow qualified and authorized personnel to provide members with personnel and pay service support across Service and Component affiliations at FOC. There will be at least two levels of support; one for members of a command, and another for general support.

Threshold: 98% of transactions process correctly/Objective: 99%

4.1.8 Interoperability

All Information Exchange Requirements (IER) identified in Appendix G will be satisfied to the standards specified in the Threshold (T) and Objective (O) values. (GCSS KPP)

Threshold: 100% of IERs designated as Critical.

Objective: 100% of IERs regardless of designation.

Table 4-1 provides a correlation between the major deficiencies identified in the ORD and key performance parameters developed to resolve them. A shaded block in the table indicates that successful execution of the parameter will help correct the deficiency.

Table 4-1 Key Performance Parameter Correlation Matrix

	Personnel and Pay Inefficiencies	Inability to Track Status Changes	Lack of a Single Record	Inconsistent Processes and Data	Inability to Track Personnel in Theater	Redundant Data Capture	Multiple Redundant Systems	Lack of Security
4.1.1		■			■			
4.1.2		■			■			
4.1.3	■	■	■	■	■	■	■	
4.1.4	■		■					
4.1.5	■	■	■	■		■	■	
4.1.6			■				■	
4.1.7	■	■	■			■	■	
4.1.8	■					■	■	

4.2   Useful Asset 1 Mapping to KPPs

The functionality projected for inclusion in the DIMHRS (Pers/Pay) Pay Module (Useful Asset 1) maps precisely to the Key Performance Parameters (KPPs) listed above. By definition, the Pay Functionality will only use and act upon data needed to execute the Department's military pay mission. The way in which the DIMHRS (Pers/Pay) Useful Asset 1 software and corporate database supports each KPP is described in the far right column of Table 4-2 below.

Table 4-2 DIMHRS (Pers/Pay) Useful Asset 1 to KPP Correlation*

ORD Ref.	Current KPP	KPP As Satisfied by Useful Asset 1
4.1.1	The system shall update personnel and pay data changes (including deployment and unit affiliation data) in the corporate database within 24 hours of input at the source data collection point (12 hours for specified information). Threshold: 98% of the time / Objective: 100% of the time	The system shall process pay-related changes and update appropriate data elements in the corporate database within 24 hours of input. Note: While the DIMHRS corporate database will at full operational capability (FOC) consist of all defined core personnel and pay data elements, only pay-related personnel data and pay-only data will be used by the pay module to execute pay processing.
4.1.2	Whenever DIMHRS (Pers/Pay) external interfaces are inoperable, DIMHRS (Pers/Pay) shall store transactions in a queue for later transmission. DIMHRS (Pers/Pay) shall prioritize stored transactions with the highest priority assigned to Joint Personnel Asset Visibility (JPAV) - related transactions. Whenever DIMHRS (Pers/Pay) external interfaces are restored, DIMHRS (Pers/Pay) shall transmit queued transactions according to highest priority first. Whenever transactions queued for transmission have equal priority, the transaction having the earliest (oldest) time stamp shall be transmitted soonest (first in first out).). The system will notify the operator when transactions are being stored and when transactions automatically begin transmitting. Threshold: DIMHRS (Pers/Pay) shall transmit 50% of the queued transactions within the first 12 hours of the required interface(s) being restored; with the remainder being transmitted within 24 hours. Objective: DIMHRS (Pers/Pay) shall transmit 100% of queued transactions within 12 hours of the required interface(s) being restored.	When communications are not available for transmission of data, processing of pay data will continue internal to DIMHRS (Pers/Pay) capable activities. Transmission of stored transactions will automatically begin as soon as communications are available with priority going to any JPAV-related transactions that the Pay Module supports. Therefore, the pay module will satisfy the threshold and objective for the pay-related transactions that are available to the Pay Module.
4.1.3	DIMHRS (Pers/Pay) will support data accuracy (logical consistency of the data), which is measured by the validity of all information accepted based on defined business rules, using standard codes and consistent with data already present.. Threshold: 99.9% / Objective: 100%	Initially, the corporate database will receive and the pay module will act upon legacy data from legacy feeder systems. Some improvement in accuracy and timeliness is expected from improved pay input system edits and modern input software. Additional improvements are expected as planned DIMHRS personnel software improvements are implemented.
4.1.4	Provide a single system, which fully integrates personnel and pay functionality across all active, guard, and reserve component personnel and pay functions so that all data on an individual are collected and entered into the system only once. Success will be measured by the volume of transactions that require data recollection.	The pay module will fully integrate pay functionality across all active, guard, and reserve component pay functions so that all pay-only data on an individual are collected and entered into the system only once. Once pay-related personnel and pay-only data is entered into the database, it will not have to be reentered. Success will be

ORD Ref.	Current KPP	KPP As Satisfied by Useful Asset 1
	Threshold: 2% / Objective: 0%	measured by the volume of pay-only transactions that require data recollection and reentry of data already in the database.
4.1.5	All personnel and pay data on personnel still in service (regardless of component or status) or for 24 months after separation or death will be retrievable online based on a single query. All personnel data will be maintained on retirees for 24 months after the retiree's death and will be retrievable online based on a single query.	All pay-related personnel and pay-only data on personnel still in service (regardless of component or status) or up to 24 months after separation or retirement will be retrievable online based on a single query.
	Threshold: 98% / Objective: 100%	
4.1.6	DIMHRS (Pers/Pay) shall use standard pers/pay data elements generated from the set of common personnel processes and business rules across all Service/Components (except those with precisely defined Agency/Service specific pers/pay data elements) as DIMHRS (Pers/Pay) is fully implemented within each Service to ensure data interoperability. Data interoperability is an integral part of the GCSS FoS.	The corporate database will be populated with standard data as the result of data translators between the legacy systems and the database. As more common personnel processes and business rules are developed and implemented via DIMHRS software, the personnel and pay data elements used by all Services/ components will migrate to an approved standard set of data.
	Threshold: 95% / Objective: 100%	
4.1.7	DIMHRS (Pers/Pay) shall allow qualified and authorized personnel to provide members with personnel and pay service support across Service and Component affiliations at FOC. There will be at least two levels of support; one for members of a command, and another for general support.	As the pay module is deployed to the Services, a qualified and authorized pay specialist will have the capability to provide members with core pay service support regardless of Service or component affiliation.
	Threshold: 98% / Objective: 99%	
4.1.8	All Information Exchange Requirements (IER) identified in Appendix G will be satisfied to the standards specified in the Threshold (T) and Objective (O) values.	The system shall provide interoperability with authorized external systems so that valid users can obtain the pay data they require. The pay module, utilizing the corporate database, will interface with all external systems that currently receive data from any of the DIMHRS legacy pay systems, except those eliminated as a result of BPR. The system will provide all valid users of external systems any pay data they require.
	Threshold: 100% of IERs designated as Critical. Objective: 100% of IERs regardless of designation.	

* - Note: All thresholds may not be achieved until a full DIMHRS integrated Pers/Pay solution is deployed.

4.3   System Performance Parameters

DIMHRS (Pers/Pay) shall provide the same functionality across the full operational spectrum at all activities and locations responsible for personnel and/or pay processing. DIMHRS (Pers/Pay) will be designed such that it operates effectively within the GCSS FoS and interfaces seamlessly with GCCS. DIMHRS (Pers/Pay) will provide data and system interoperability across the personnel enterprise to ensure the Global Combat Support System (GCSS) has access to timely, accurate, and relevant information (as determined by business practices) for personnel and pay from DIHMRS. Data residing in the DIMHRS (Pers/Pay) corporate database will be accessible to GCSS as specified in the GCSS CRD."

DIMHRS (Pers/Pay) shall support Unclassified, but Sensitive, personnel and pay information. An associated classified processing capability/interface must also be available for higher-level security data/requirements. DIMHRS (Pers/Pay) must have the capability to mask certain data fields in order to protect sensitive information about military personnel.

In the event of mobilization, DIMHRS (Pers/Pay) shall expand capacity to meet personnel augmentation of Active duty, Reserve, and Guard organizations, and other designated groups in a wartime (surge) scenario. Projected expansion of personnel supported is 33%.

System parameters specify how the DIMHRS (Pers/Pay) field systems and corporate database must operate. System parameters are:

4.3.1   Data Storage

All data (except local data) shall be stored in a single logical corporate database.

Threshold: 99%/Objective: 100%

4.3.2   Single User Pers/Pay Support

The system shall support the ability of a single authorized user to create, update, read or delete, as authorized, any part of a service member's personnel or pay record.

Threshold: 98%/Objective: 99%

4.3.3   Pers/Pay User Privileges

The system shall provide security administration functionality to assign user and group levels of access to data and functionality. The security administration functionality shall allow personnel and pay customer support staffs to complete personnel/pay actions regardless of Service/Component/Unit of Assignment. Each parent Service will control access to their members' records.

Threshold: 98%/Objective: 99%

4.3.4   System Accuracy

System accuracy is measured by the correct disposition of all transactions. System accuracy includes but is not limited to:

1. Detection of violation of defined business rules

2. Maintaining data integrity throughout the system (e.g., software, hardware, and infrastructure)

3. Accurate execution of internal processes

Threshold: 98% of transactions / Objective: 100%

4.3.5 Maintenance Non-Availability

Scheduled backup and maintenance procedures may only make DIMHRS (Pers/Pay) unavailable to the field user for up to (cumulative time) one hour (threshold) / one-half hour (objective) daily.

4.3.6 Single Logical Record

There shall be one and only one logical record for each Service member regardless of military status (active, inactive, reserve, guard, retiree).

4.3.7 DII/COE Compliance

At a minimum, DIMHRS (Pers/Pay) hardware and software shall achieve a threshold of Level 6 DII COE compliance at FOC, with an objective of Level 8, as defined in the Integration and Runtime Specification (I&RTS), Appendix B: Compliance Checklists. (GCSS KPP)

Threshold: Level 6 / Objective: Level 8

4.3.8 Migration Work Effort

The DIMHRS (Pers/Pay) Implementation Plan will ensure that operations in a dual-processing mode will occur for not more than six months at any given site for the replacement of any given system.

Threshold: Six Months / Objective: Four Months

4.3.9 Imaged Records

As the personnel/pay system of record, DIMHRS (Pers/Pay) will capture and maintain the data for and generate any personnel or pay-related document that is (or will be) required in a paper media. The system will incorporate the use of authentication software such as electronic signature or other approved technology to minimize the need to process paper versions of documents. The system will be capable of electronically transmitting the data in the prescribed format to the Services' imaging databases. Measure of success will be the time required to

generate the printed document in the prescribed format. The threshold and objective will conform with industry standards.

4.3.10 Member Self-service

Service members shall have the capability to view and update designated personal information without assistance from a personnel/pay specialist. Performance will be measured by the number of times the Service member successfully completes the transaction.

>   Threshold: 95% / Objective: 100%

4.3.11 Transaction Tracking

Provide the ability to recall and trace transactions, inputs, processes, or changes, from source to final disposition, to include user and certification identification, as required by law or policy.

>   Threshold: 98% / Objective: 100%

4.3.12 System Ease of Use

DIMHRS (Pers/Pay) will be knowledge-based; providing help screens, automated tutorials, and written user documentation to aid users; and will not increase personnel and pay job skill training requirements.

>   Threshold: 2% increase in duration of training required measured in hours.

>   Objective: 0% change in duration of training required measured in hours.

4.3.13 Data Query Response

Personnel and pay data (other than images) on an individual contained within the system will be retrievable using specified communication configurations based on hierarchical command structures as defined in DIMHRS (Pers/Pay) system design documentation. To account for factors that may induce variances in expected system response times (e.g., complexity and magnitude of data requested, system load); the threshold and objective for this requirement distinguish between the magnitude (single records vs. multiple records) and complexity (simple and complex) of queries. The table below contains the threshold and objective values for each type of query.

	Simple	Complex	Complex/Historical
Single	T: 98% in two seconds O: 100% in two seconds	T: 98% in two minutes O: 100% in two minutes	T: 98% in 30 minutes O: 100% in 30 minutes

	Simple	Complex	Complex/Historical
Multiple	T: 98% in two minutes O: 100 % in two minutes	T: 98% in 30 minutes O: 100% in 30 minutes	T: 98% in 60 minutes O: 100% in 60 minutes

4.3.14 Member Tracking

For a Service member and personnel for whom the CINC has force protection responsibility deploying to, from, or moving within a theater of operations or contingency location, data will be captured within 12 hours of the event and reflected in the corporate database within 12 hours of submission, given available communications and favorable operational tempo in the contingency location. Events include, but are not limited to, the following:

- Departure from home station

    - arrival at Port of Embarkation

    - departure from Port of Embarkation

    - arrival at Port of Debarkation

    - departure from Port of Debarkation

- Arrival in theater or contingency location

- Departure from theater or contingency location

    - arrival at Port of Embarkation

    - departure from Port of Embarkation

    - arrival at Port of Debarkation

    - departure from Port of Debarkation

- Arrival at home station or new duty location

- Change in physical location within theater or contingency location

- Change in duty status and personal characteristics

    Threshold: 98% / Objective: 100%

Table 4-3 below provides a correlation between the major deficiencies identified in the ORD and the system parameters that have been developed to resolve them. A shaded block in the table indicates that successful execution of the parameter will help correct the deficiency.

Table 4-3 System Requirement Correlation Matrix

	Personnel and Pay Inefficiencies	Inability to Track Status Changes	Lack of a Single Record	Inconsistent Processes and Data	Inability to Track Personnel in Theater	Redundant Data Capture	Multiple Redundant Systems	Lack of Security
4.3.1	■		■	■			■	■
4.3.2	■		■	■		■	■	■
4.3.3	■		■	■		■	■	■
4.3.4	■			■			■	
4.3.5	■	■	■	■	■	■	■	
4.3.6				■				
4.3.7	■		■	■		■	■	
4.3.8			■					
4.3.9	■			■				
4.3.10			■				■	■
4.3.11	■							■
4.3.12	■	■		■			■	
4.3.13	■			■				
4.3.14	■	■		■			■	■

4.4 Information Exchange Requirements

DIMHRS (Pers/Pay) will eventually interface with DIMHRS (Manpower) and DIMHRS (Training). It will also interface with all systems that currently interface with the legacy systems it will replace. Since some of the databases that current legacy systems interface with are classified, it will be necessary for some DIMHRS (Pers/Pay) personnel to hold personnel security clearances at the SECRET level. This requirement will allow those who must meet with representatives from those classified systems to do so in order to plan the interface connectivity between them and DIMHRS (Pers/Pay). (NOTE: this does not mean that the DIMHRS (Pers/Pay) AIS will need to be classified).

Appendix G to this document provides the overall DIMHRS Operational View (OV-1), the System View(s) (SV-1) for the overall program and each Service and Component, and the Operational View 3 (OV-3) matrix for each Service and Component. The Information Exchange Requirements (IERs) as depicted in the Appendix and supported by additional detail in the DIMHRS Command, Control, Communications, Computers, and Intelligence Support Plan (C4ISP) will be satisfied as the associated Useful Asset containing the requisite functionality is implemented within each Service.

4.5 Logistics and Readiness

The reliability, availability, and maintainability of the infrastructure necessary to support DIMHRS (Pers/Pay) are dependent on the Services' DII COE compliant architectures. For consistency, and as a minimum, DIMHRS (Pers/Pay) reliability, availability, and maintainability

shall be as specified below or meet or exceed that of comparable commercially available systems as of the Milestone II date. See the glossary for a description of the metrics used below.

4.5.1 Daily Maintenance

DIMHRS (Pers/Pay) will allow for daily backup and maintenance routines to be performed at local discretion/default periods.

4.5.2 Worldwide Operations

DIMHRS (Pers/Pay) is to accommodate users worldwide, which will require 7 days a week, 24 hours a day operations. Unscheduled down time in support of end user operations shall not exceed five hours per month (except for external causes, such as power outages or security shutdowns) at any location.

Threshold: 5 hours per month / Objective: 0 hours per month

4.5.3 Reliability & Availability

At a minimum, DIMHRS (Pers/Pay) reliability and availability shall meet or exceed the greater of legacy system standards or commercially accepted norms for human resource systems at the time of Milestone II. These standards will be specified after COTS selection and documented in the DIMHRS (Pers/Pay) Joint Logistics Support Plan (JLSP).

4.5.4 System Maintainability

DIMHRS (Pers/Pay) system maintainability shall be measured by the mean corrective maintenance time for operational mission failures (MCMTOMF). The threshold for the system MCMTOMF will be developed as a Phase I activity and defined in the JLSP.

4.5.5 Performance Metrics

The system will generate standardized metrics on system performance (e.g., transaction volume, response time, failure or rejection rates, etc.).

4.6 Other System Characteristics

4.6.1 Conventional and Initial Nuclear Weapons Effects

DIMHRS (Pers/Pay) must provide for continuity of operations after the onset of High-Altitude Electromagnetic Pulse (HEMP) survivability operating conditions or environments.

4.6.2 Expected Mission Capability

DIMHRS (Pers/Pay) should be capable of supporting basic personnel and pay processes in an operational mode in all locations and operating environments including deployed or hostile situations. The system must be capable of operating in a stand-alone mode during communication outages. The system must be protected from information warfare threats/tactics.

4.6.3   Electromagnetic Compatibility (EMC) & Electromagnetic Interference (EMI)

The infrastructure that supports DIMHRS (Pers/Pay) shall assure continuity of operations under EMC and EMI conditions expected in deployed and hostile situations. DIMHRS (Pers/Pay) design should allow local databases to operate in an electromagnetic control environment (e.g., emissions control (EMCON)). The system must provide equipment protection from power surges and drops.

4.6.4   Information Security (INFOSEC)

4.6.4.1   DIMHRS (Pers/Pay) shall be an unclassified AIS and contain Privacy Act and "For Official Use Only" information. However, it is understood that it is yet to be determined if ALL parts of this Automated Information System (AIS) will be unclassified. It is possible that some portion of the database may become classified to a level such as SECRET and be physically segmented. DIMHRS (Pers/Pay) shall comply with INFOSEC policy and Privacy Act requirements contained in DoD 5200.28 . DIMHRS (Pers/Pay) shall meet at least C-2 compliance or CAPP 1.d. equivalent to C-2 in the ISO 15408. (GCSS KPP)

4.6.4.2   All authorized users shall have access to DIMHRS (Pers/Pay) based on system-defined privileges. DIMHRS (Pers/Pay) shall provide user access validation for each individual entering, changing, viewing, or downloading information to validate authorization.

4.6.4.3   DIMHRS (Pers/Pay) shall create, maintain, and protect from modification, unauthorized access or destruction, an audit trail ensuring that all actions that affect the security of a system can be traced to the responsible party based on individual identity. DIMHRS (Pers/Pay) shall be able to record use of identification and authentication (I.e. user log-in), creation, deletion, and modification of objects, date and time of access, origin of entry (terminal ID), actions taken by computer operators, system administrators and/or system security officers, and success or failure of the event. Adequate audit retention periods for DIMHRS (Pers/Pay) are to be designated by the cognizant Service-level DAA's or applicable Service-level policies (Ref: Department of Defense (DoD) 5200.28, Paragraph E3.1.1.1.5).

4.6.4.4   A security risk analysis shall be conducted to identify and mitigate all potential threats to DIMHRS (Pers/Pay) (ref: National Air Intelligence Center (NAIC) Automated Information System Threat Environment Description (AIS TED) (U), NAIC-1574-0210-00 (S//NF//MR)

4.6.5   Survivability

The mission essential resource in DIMHRS is the data. Data survivability against HEMP and NBC contamination will be ensured. DIMHRS depends on the DISN for its communications infrastructure. DISN failures may slow the movement of information. Critical nodes to access the data will be down no longer than 24 hours and non-critical nodes will be reconstituted within 96-120 hours.

4.6.5.1   High-altitude Electromagnetic Pulse (HEMP). DIMHRS is a mission essential system and must continue to function after exposure to HEMP. HEMP survivability is required for critical node systems; however, operation through a HEMP event is not required. After a HEMP event, full critical node operations must be restored within 24 hours of computing infrastructure restoration. No data resident on critical node systems can be lost. Processing capabilities at the critical nodes must be maintained and quickly reestablished.

4.6.5.2   Nuclear, Biological, and Chemical Contamination Survivability (NBCCS). NBCCS will be addressed using tactics, techniques, and procedures (TTP). System operators must be able to perform their tasks under Mission-Oriented Protective Posture (MOPP) IV conditions. In the event system equipment or component(s) gets contaminated and rendered inoperable, the equipment/components(s) will be repaired or discarded. Once the equipment/components(s) have been replaced, the data will be restored.

4.6.6   Clean Financial Statements

DIMHRS (Pers/Pay) will comply with regulatory requirements for personnel and payroll feeder systems contained in the Federal Financial Management Improvement Act of 1996, the Chief Financial Officer's Act of 1990, the Federal Managers' Financial Integrity Act of 1982, and the most current Joint Financial Management Program (JFMP) requirements. DIMHRS will follow the guidelines provided in *"A Guide to Federal Requirements For Financial Management Systems, Version 3, Systems Integration Directorate, Defense Finance and Accounting Service Headquarters dated June 2001"* for assessing compliance with these regulatory requirements. DIMHRS (Pers/Pay) shall exceed and improve upon the audit and transaction traceability capabilities of the replaced legacy Systems.

5 Program Support

5.1 Maintenance Planning

5.1.1 Maintenance Tasks

Within DIMHRS (Pers/Pay), manufacturers' test and maintenance procedures shall be followed. No special purpose test equipment or special hardware support equipment should be required. Test and maintenance support software may include standard manufacturers' diagnostics software.

All DIMHRS (Pers/Pay) commercial system components shall be procured and installed in a manner that does not void nor detract from the manufacturers' warranties.

Prior to Initial Operating Capability (IOC), the appropriate technical manuals for both operators and maintenance personnel shall be developed. These may complement the DIMHRS (Pers/Pay) software and system supporting documentation or be standalone manuals.

5.1.2 Contract versus Organic Repair

DIMHRS (Pers/Pay) software maintenance shall be provided by a DoD-designated software support activity throughout the life cycle beginning at FOC. Prior to FOC the JPMO will provide software support. The activity should facilitate functionality improvements and transition to COTS or GOTS software upgrades. It shall also interact with process owners to support new processes or process modifications. The maintainer shall establish procedures for receiving, recording, and tracking problem reports and modification requests from the Configuration Control Board (CCB) and providing feedback to the users as appropriate.

The primary goal of DIMHRS (Pers/Pay) maintenance activities is to provide a system availability that meets or exceeds industry norms at time of Milestone II. Reliability and maintainability measures must interact so as to attain that goal. The secondary goal is to minimize expense through use of a combination of contract and organic maintenance resources. Designated system administrators shall control access to the DIMHRS (Pers/Pay) software.

5.2 Support Equipment

DIMHRS (Pers/Pay) shall be an automated information system (AIS) that operates on COTS NDI hardware platforms. As such, support equipment, to include test and fault isolation, shall be consistent with industry best practices for AIS. End-user hardware platforms shall be under Service or Command maintenance contracts. Therefore, no unique support equipment shall be required for this program.

5.3 C4I/Standardization, Interoperability, and Commonality

5.3.1   System Integration

DIMHRS (Pers/Pay) shall follow Defense Information Systems Agency (DISA) guidelines pertaining to the Defense Information Infrastructure (DII) and Common Operating Environment (COE). DIMHRS (Pers/Pay) shall comply with existing and evolving standards as specified in the Joint Technical Architecture (JTA) and the Joint Operational Architecture (JOA) to seamlessly integrate into the DoD environment. DIMHRS (Pers/Pay) shall meet DoD security guidelines and minimize the potential for unauthorized access to data.

DIMHRS (Pers/Pay) shall operate as a mission critical system across the Global Information Grid (GIG).

The JPMO has published the DIMHRS (Pers/Pay) Command, Control, Communications, Computers, and Intelligence Support Plan (C4ISP) under separate cover.

5.3.2   Data and Data Fusion Requirements

DIMHRS (Pers/Pay) data shall be defined per the Defense Data Dictionary System. Personnel data standards will be revised to reflect a COTS product as appropriate after selection and comply with DoD 8320.1-M and ISO/IEC 11179 - Specification and Standardization of Data Elements. This action is required to support data interoperability across the DoD enterprise. Legacy system data shall be converted to standard data formats when imported into the DIMHRS (Pers/Pay) corporate data environment.

All data stored by DIMHRS (Pers/Pay) shall be electronic; there shall be no voice or video data stored within the system. DIMHRS (Pers/Pay) shall operate over the GIG, which consists of existing telecommunications infrastructure provided by the Services, DISA, and commercial providers, for transport of DIMHRS (Pers/Pay) data. Detailed recommendations on the provision of telecommunications equipment and services in the most efficient and effective manner shall be provided by the JPMO prior to Milestone II.

5.3.3   Unique Intelligence Requirements

There are no known requirements for support from the Intelligence community.

5.3.4   Considerations for Joint Use

Joint use considerations are at the heart of DIMHRS (Pers/Pay). All design considerations shall address the ability to operate the system efficiently in a joint environment. DIMHRS (Pers/Pay) shall be engineered to operate on the computer hardware and infrastructure networks of the Services following open system standards.

5.3.5   Procedural and Technical Interfaces

DIMHRS (Pers/Pay) shall operate over the existing Services' or DoD communications infrastructure to support the communication and interoperability needs. These interoperability

links will provide personnel and mission situational awareness and support the definition of the commander's common operating picture (as defined in the Service's command and control requirements documentation). This will enable personnel accountability for the national command authorities, the Service Departments, Department components, and the Joint Staff. Services will implement interoperability requirements at theater and below through development plans, to support DIMHRS (Pers/Pay).

5.3.6   Compliance with Standards

DIMHRS (Pers/Pay) shall follow Defense Information Systems Agency (DISA) guidelines pertaining to the Defense Information Infrastructure (DII) and Common Operating Environment (COE). DIMHRS (Pers/Pay) shall comply with existing and evolving standards as specified in the Joint Technical Architecture (JTA) and the Joint Operational Architecture (JOA) to seamlessly integrate into the DoD environment.

DIMHRS (Pers/Pay) software shall be developed following industry best practices. Development methodologies shall incorporate the Software Engineering Institute's (SEI) Capability Maturity Model (CMM) Key Practice Areas (KPA) at Level 2 or higher.

DIMHRS (Pers/Pay) data shall be defined per the Defense Data Dictionary System.

DIMHRS (Pers/Pay) documentation shall be developed in electronic and printed formats consistent with the requirements of J-STD-016 and IEEE 12207.

5.3.7   Interface Requirements with the Global Command and Control System (GCCS)

DIMHRS (Pers/Pay) shall operate within the framework of GCCS and the Global Combat Support System (GCSS FoS) and will serve as the human resource (HR) component of GCSS. DIMHRS (Pers/Pay) shall exchange command and control (C2) information with GCCS and the GCSS FoS at the strategic and service department level.

Initially, DIMHRS (Pers/Pay) will not exchange information with tactical C4I systems. Tactical systems notwithstanding, interoperability afforded by the DII COE Level 6 or 7 compliance shall allow for interoperability between DIMHRS (Pers/Pay) and other DII COE Level 6 or higher C4I systems (e.g., GCCS, GCCS – Maritime (GCCS-M), and GCSS). DIMHRS (Pers/Pay) shall ensure that C4I systems interfaces meet interoperability requirements of the JTA and JOA.

5.3.8   Information Assurance

Protection of the Sensitive Unclassified (SU) and Privacy information processed and stored within DIMHRS (Pers/Pay) shall be a key design consideration. Access to data shall be carefully controlled through multiple levels to ensure that each authorized user can view and/or update only those data elements that are consistent with the user's authority level. Interconnection of systems operating at different classification levels shall be accomplished by processes (e.g., Secret and Below Interoperability {SABI}) approved by the DoD Chief Information Officer (CIO).

The system must be certified and accredited in accordance with DoDI 5200.40. As part of this accreditation process, the JPMO will coordinate with each Component to identify a Computer Network Defense service (CNDS) provider for the system as required under DoDI O 8530.2. As Information Assurance and Interoperability characteristics of the system are developed, the appropriate Public Key Infrastructure (PKI) required to ensure information security will be implemented.

5.3.9 Energy Standardization and Efficiency Needs

This subsection is not applicable to DIMHRS (Pers/Pay).

5.3.10 Electromagnetic Environmental Effects (E3) and Spectrum Supportability

There are no unique communications requirements for DIMHRS (Pers/Pay). The system shall operate over existing Service telecommunications infrastructure within the spectrum requirements allocated for existing Command and Control systems. There are no unique E3 considerations for DIMHRS (Pers/Pay).

5.4 Computer Resources

5.4.1 Resource Constraints

Equipment and software shall comply with all JTA and DII COE specifications as well as meet or exceed specifications of the legacy systems' equipment and software, Service IT standards, and/or comparable commercially available systems as identified by the functional community, whichever is higher, as of the Milestone II date. Each Component and Agency using DIMHRS (Pers/Pay) will procure and install hardware and equipment necessary to operate DIMHRS (Pers/Pay).

At a minimum, DIMHRS (Pers/Pay) hardware and software shall achieve a threshold of Level 6 DII COE compliance, with an objective of Level 8, as defined in the Integration and Runtime Specification (I&RTS), Appendix B: Compliance Checklists at FOC. Minimum user equipment specifications will be defined early after Milestone II.

There are no computer language constraints associated with DIMHRS (Pers/Pay). The system shall include some COTS software for which the vendor's source code is not provided to DoD. Unique DIMHRS (Pers/Pay) software shall be written to interface seamlessly with the COTS software to provide a single, integrated view to the user.

5.4.2 Mission Critical and Support Resources

DIMHRS (Pers/Pay) shall operate on COTS NDI hardware devices that meet a minimum hardware configuration to be specified by the JPMO prior to IOC. The hardware is mission critical because DIMHRS (Pers/Pay) is mission critical. If a primary user device for DIMHRS (Pers/Pay) becomes non-operational, other COTS NDI hardware devices that meet the minimum configuration requirements may be substituted.

There is no automated test equipment required in support of DIMHRS (Pers/Pay).

5.4.3   Desired Capabilities for Integrated Computer Resources Support

A help desk shall be available 24 hours per day to assist users with DIMHRS (Pers/Pay) software trouble reports. The help desk shall be capable of receiving technical problem reports, resolving those issues, and providing real time feedback to the user.

5.4.4   Unique User Interface Requirements

Extensive on-line help features shall be incorporated into DIMHRS (Pers/Pay) to enhance usability. The system will facilitate functional and system help-desk capabilities. User on-line help preferences will be storable. The on-line help will be displayed in dialogue boxes and drop down windows. The help features shall be context sensitive and shall facilitate new user indoctrination and recurring training needs. DIMHRS (Pers/Pay) shall be easy to learn, use, and operate. Personnel can be trained by the installation team and/or the train-the-trainer curriculum, supplemented by the following on-line features: help screens, tutorials, technical manuals, and training documentation. The user shall have access to business rules and all user manuals/system documentation while on-line. The application shall be structured such that a user will not be required to understand transaction or output formats to use the system. Experienced users shall be able to bypass intervening steps on screen menus and help utilities.

Reading levels for user manuals shall be written at a ninth grade reading level and be comprehensive enough for process knowledgeable, field-level operators to resolve problems relying only on user manuals and system documentation. Documentation shall also be provided to users on-line by the maintainer through a web site with an automatic refresh capability.

5.5   Human Systems Integration

5.5.1   Manpower Constraints

DIMHRS (Pers/Pay) shall function within existing manpower constraints. DIMHRS (Pers/Pay) will not be used as the rationale for Service manpower reductions prior to FOC for each Service and retirement of replaced legacy systems

5.5.2   Manpower Factors Impacting System Design

Whenever practical, alternatives that result in reduced manpower, personnel and training (MPT) requirements shall be favored during design and development. Changes to Service manpower requirements shall be identified as early as possible in system development and validated by the Services, prior to each Service fielding the system (or useful assets of the system).

Human System Interface (HSI) characteristics of DIMHRS (Pers/Pay) software, including a Graphical User Interface (GUI), must comply with DoD JTA standards and the DoD Human Computer Interface Style Guide.

5.5.3   Cognitive and Sensory Requirements

DIMHRS (Pers/Pay) shall be engineered for use by personnel with limited computer skills and appropriate functional training for personnel and pay administration. DIMHRS (Pers/Pay) shall be structured such that a user shall not be required to understand transaction or output formats to use the system. DIMHRS (Pers/Pay) shall provide ease of navigation and use of screens for those personnel and pay processes for which a member may perform unassisted edits.

5.5.4   Human Performance Requirements

There shall be no requirements to establish new military occupational specialties in support of DIMHRS (Pers/Pay). The occupational specialties within each Service that currently operate legacy personnel and pay systems shall be the primary operators of DIMHRS (Pers/Pay). These military occupational specialties may be combined or modified based on Service-level reviews and decision processes since pay and personnel functions will be performed by the same users of DIMHRS (Pers/Pay).

5.5.5   Training Concept

DIHMRS (Pers/Pay) fielding teams will provide appropriate installation and implementation training to both users and system administrators during fielding. An operator, supervisor and maintenance technician training plan and curriculum shall be developed according to each Service's training curriculum standard and shall be approved by the Service Schools prior to Milestone III. In addition to the formal training curriculum, a distance learning, web-based, or PC-based sustainment training program shall be developed to support both the Service School training and on-the-job training. Each Service's institutional training base will be the proponent for conducting this training.

5.6   Other Logistics and Facilities Considerations

5.6.1   Provisioning Strategy

The DIMHRS (Pers/Pay) provisioning strategy shall ensure that logistics delay time required for the maintenance of DIMHRS (Pers/Pay) shall not exceed 36 hours from the submission of parts or service request.

5.6.2   Unique Facility Requirements

There are no unique facility requirements in support of DIMHRS (Pers/Pay).

5.6.3   Special Packaging and Transportation Considerations

There are no special packaging and transportation considerations for DIMHRS (Pers/Pay).

5.6.4   Engineering Data for Depot Support

This subsection does not apply to DIMHRS (Pers/Pay).

5.7 Transportation and Basing

Existing new equipment processes are sufficient to deploy equipment. No special transportation and basing within a theater shall be required for DIMHRS (Pers/Pay) equipment.

5.8 Geospatial Information and Services

Any geographical index or database needed for DIMHRS (Pers/Pay) shall use standard, quality controlled and maintained geospatial information and services, provided as Government Furnished Information through the National Imagery and Mapping Agency (NIMA).

5.9 Natural Environmental Support

This subsection is not applicable to DIMHRS (Pers/Pay).

6 Force Structure

Military personnel and pay support is provided to individual members at various echelons throughout the Department depending on the Component and geographical location. This disparity of service increases the complexity associated with defining the commonality of processes between Services and their Components.

6.1 U. S. Army

In the Active Army, military human resource support is provided at the battalion S-1, by the headquarters elements for separate unit or detachment level organizations and by the Personnel Services Battalions/Military Personnel Divisions at the installation level. Information is input at this level through SIDPERS-3 and flows to the installation or division level for consolidation and forwarding to the Army's Personnel Command. There are approximately 4400 reporting elements Army-wide.

The majority of pay support for the Active Army is provided from a Defense Finance and Accounting Service (DFAS) network that includes Defense Military Pay Offices (DMPO), DFAS field sites, and a tactical structure that includes Finance Commands (FINCOM), Finance Groups (FG), Finance Battalions (FB) and Finance Detachments (FD). Field input originates at the Battalion S-1 or servicing finance element, and [is] provided to the Defense Joint Military Pay System - Active Component (DJMS-AC) via the Uniform Microcomputer Disbursing System (UMIDS). Central site processing is executed via Joint Uniform Military Pay System (JUMPS) Data Collection II (JDC-II). Mainframe trouble shooting occurs at the DFAS-Indianapolis Center; while transaction reject correction is accomplished at the field or servicing finance element. There are minimal transactions passed between the Total Army Personnel Command/field level offices, and DFAS. There is a constant exchange of information on reports and query results between the two functional communities. Pay input is provided through UMIDS and JDC-III at approximately 109 locations.

Due to geographical dispersion, the Army Guard and Reserve provides the military personnel management and pay support at detachment or unit level. Information is input into a process that is aggregated through the echelons of command to the unit responsible for input into a system. At this point, personnel and pay information is managed separately. Within the Army's Guard and Reserve there are approximately 9000 reporting elements.

For the Army Reserve Troop Program Unit (TPU), personnel and pay input is generated at multiple levels. The lowest level is the individual company/unit using the software application called Regional Level Application Software (RLAS). The RLAS software includes functions that were previously in Battalion (BLAS), Major Subordinate Command (MSCLAS), Regional Support Command (AMLAS), and a Mobilization (MLAS) level. The Army Reserve's pay input system, Automated Drill Attendance Report System (ADARS), creates transactions that trigger pay actions with the Defense Joint Military Pay System-Reserve Components (DJMS-RC). The Total Army Personnel Database-Reserve (TAPDB-R) transmits personnel actions to DJMS-RC based on Troop Program Unit Management System (TPUMS)/RLAS actions. The

personnel transactions are submitted via RLAS to TPUMS at the Major Subordinate Command/U.S. Army Reserve Command level to TAPDB-R.

RLAS is a software application developed to provide the USAR with a client-server web enabled application for the management of personnel and resources. The RLAS application software is designed to assist the unit commander in accomplishing day-to-day administrative tasks. Unit commanders use RLAS to report drill attendance via the Automated Drill Attendance and Reporting System (ADARS) which initiates pay and allowances to the drilling reservists. RLAS generates Total Army Personnel Data Base – Reserve (TAPDB-R) transactions and electronically transmits the data to the US Army Reserve Personnel Command (AR-PERSCOM) updating each individual soldier's records in the database. RLAS interfaces with the Standard Army Financial System (STANFINS) for financial data processing; the Training Assessment Module (TAM) for training data; the Defense Joint Military Pay System (DJMS) to process pay transactions; and the Retirement Points Accounting System (RPAS) for the accounting of retirement points. Information contained in the 14 Regional Support Commands' (RSC) databases is replicated electronically to the US Army Reserve Command (USARC) then on to external systems.

For non-TPU soldiers, specifically Individual Ready Reserve (IRR), Individual Mobilization Augmentee (IMA), and mobilized retirees, personnel data is inputted into Army Reserve Personnel Command (AR-PERSCOM) Orders and Resource System (AORS). If the personnel data inputted through AORS triggers an update to the personnel data residing in TAPDB-R, the data is updated through the interface applications of the Reserve Data Maintenance System (RDMS). The AORS personnel data is uploaded and transmitted to the Defense Joint Military Pay System – Reserve Component (RDMS-RC). This personnel data is input via the Reserve Component Input System (RCIS) to create transactions (TINs) that establish the individual pay accounts. Beginning February, 2001, RCIS will no longer be used. Data will be filed transferred directly to DJMS-RC. For the Drilling Individual Mobilization Augmentee (DIMA), personnel data establishing the individual pay account is manually inputted directly to DJMS-RC by the AR-PERSCOM Reserve Pay Office.

There is no single source input system for Army Reserve personnel and pay data today. However, TAPDB-R is working this issue. TAPDB-R is currently fielding several database fields through the TPU/RLAS system. Once this is operational, the modifications for the non-TPU soldiers to be processed within TAPDB-R should be instituted.

Using Inter-component Data Transfer (ICDT) both personnel and pay information is transferred across systems (SIDPERS-USAR, DJMS-RC and TAPDB-R) for update. New gains to the Army Reserve flows from the accession systems (REQUEST/Army Recruiting and Accession Data System) via TAPDB-Active to TAPDB-R. AR-PERSCOM is the data warehouse for all Army Reserve systems.

For the Army National Guard, United States Property and Fiscal Office (USPFO) in each state inputs personnel and pay information. The Army Guard's pay input system, JUMPS Standard Terminal Input System (JUSTIS) interfaces with the Standard Installation/Division Personnel System–Army National Guard (SIDPERS-ARNG) transaction files to generate DJMS-RC transactions. The USPFO submits these transactions plus other pay transactions to DFAS for

processing in DJMS-RC. Using this interface, personnel information provided by SIDPERS-ARNG is automatically provided to DJMS-RC.

6.2 U. S. Navy

Personnel and pay support for the U.S. Navy is provided through various means. In general, the Active forces are supported in one of the following ways: the command's Personnel and Disbursing Offices support afloat units, ashore units are supported by Personnel Support Detachments (PSD) for both personnel and pay. Mobile units (e.g. aviation squadrons, construction battalions, etc.) are supported in a variety of additional ways to meet mission requirements. In general, the Reserve forces are supported by their parent Naval Reserve Activity or their servicing PSD. Personnel and pay support that originates in the field will be sent to the appropriate personnel and/or pay headquarters system via the field level input system.

For the Active forces, personnel and pay support originated in the field is entered through a Navy legacy field input system (Source Data System (SDS) or Diary Message Reporting System (DMRS)) and/or a DFAS legacy field input system (Uniform Microcomputer Disbursing System (UMIDS) and JUMPS Temporary Lodging Allowance (JTLA) System). The Navy's legacy field input system transactions are then routed to the appropriate corporate systems (Officer Personnel Information System II (OPINS II), Navy Enlisted System (NES), and Defense Joint Military Pay System-Active Component (DJMS-AC).

For the drilling Reserve forces, personnel and pay support originated in the field is inputted through the Navy Standard Integrated Personnel System (NSIPS). NSIPS transactions are routed through the Reserve Headquarters System (RHS) to Inactive Manpower and Personnel Management Information System (IMAPMIS) and the DFAS DJMS-RC.

SDS, UMIDS, DMRS, and RSTARS (MP) are the legacy systems related to the Navy Standard Integrated Personnel System (NSIPS). Deployment of NSIPS to the field began with the Naval Reserve in CY 99 with replacement of RSTARS (MP). The remaining systems are being replaced on a planned schedule with IOC for NSIPS projected for September, 2002.

DIMHRS (Pers/Pay) shall be implemented in all Navy activities that currently provide personnel and/or pay support. These activities include but are not limited to ships, Naval Reserve Activities (NRAs), PSAs/PSDs/CSDs, Administrative Support Units, mobile units (e.g., MIUWUs, CBs, squadrons, SBUs, CHB, EODMUs, etc.) CINCPACFLT, CINCLANTFLT, CINCUSNAVEUR, Fleet Training Centers, Afloat Training Groups, CNET (e.g., NTTC Meridian, Navy Supply Corps School Athens, Submarine Training Facilities), Naval Reserve Professional Development Center, NAVPERSCOM, COMNAVRESFOR, and NAVRESPERSCEN.

Additionally, submarines, the Naval School of Health Science, and NROTC units may be added to Navy's NSIPS implementation list based on future policy decisions. It is Navy's intent to use NSIPS to eliminate duplication of personnel and pay support further by deploying pay/personnel systems down to the command level.

6.3 U.S. Marine Corps

The Marine Corps Total Force System (MCTFS) is an integrated system that incorporates a single, logical database consisting of personnel and pay information on all Active and Reserve Marines, and personnel information on retired Marines. MCTFS is managed jointly by the Marine Corps and DFAS, with the Marine Corps responsible for personnel functionality and DFAS responsible for pay functionality. Founded on a strict set of business rules, the MCTFS is based on the premise that the commanding officer is accountable and responsible for the personnel and pay management of Marines. Using redundant and flexible telecommunications, the MCTFS provides the commander with cost-effective, timely personnel and pay support while in garrison or deployed. Benefits of the MCTFS are derived through standardized one-time entry of data that automatically generates personnel and pay transactions, seamless mobilization of Reserves, centralized procedural changes and modifications, and simplified training and support. Technical benefits include a single set of fully automated edits per function, processing that does not require manual reconciliation, improved transaction flow, reduced inconsistencies, and improved problem resolution. Manpower, personnel, pay and training data are readily available via an Oracle 8i Operational Data Store Enterprise (ODSE) in the form of pre-formatted reports or via COTS software (Cognos' Impromptu and Powerplay tools).

Personnel and pay support for Marines is totally integrated from source reporting to corporate. Active and reserve personnel and pay support is normally rendered at the lowest command echelon capable of self-administration, such as battalion, squadron, or company. Approximately 680 active and 313 reserve elements report personnel transactions within the Marine Corps. Reporting unit transaction input is aggregated by one of seven geographically dispersed Manpower Information System Support Offices (MISSOs) to the Defense Enterprise Computing Center (DECC), St. Louis for MCTFS processing, record update, feedback, pay computation and disbursement. At a minimum, 25 finance/disbursing offices (FO/DO) report pay related transactions. Information systems support occurs at the reporting unit level, local MISSOs, the Manpower Information System Support Activity (MISSA), local FO/DOs, and the DFAS-Kansas City Center.

Information is reported at the unit level for active and reserve Marines utilizing the Unit Diary/Marine Integrated Personnel System (UD/MIPS) as the commanders' primary input/output system to MCTFS. Headquarters, United States Marine Corps and selected garrison reporting units utilize the MCTFS On-Line Diary System (OLDS). FOs report payroll and financial diary transactions using the MCTFS OLDS as a primary system and the Remote Access Pay Transaction and Reporting System (RAPTRS) under the contingency pay plan. Deployed DOs use RAPTRS as the primary payroll and diary reporting system. Each of these reporting systems are an integral part of the MCTFS, providing commanders and FO/DOs the ability to report and update personnel and pay data from anywhere in the world. Transmission of MCTFS data to and from the processing center can be accomplished in garrison and deployed environments by many methods including Banyan LAN/WAN/3270 emulation, INTERNET, SALTS, modem, or fax.

UD/MIPS is the unit commander's tactical personnel and pay reporting and retrieval system; a deployable, client-server based application system with a self-contained unit database. Manpower management, pay related, and training events are recorded on a personal computer utilizing standard transaction type codes and sequence (TTC/SEQ) statements, which are certified by appropriate personnel and transmitted electronically or by courier disk for processing

in the nightly cycle at the DECC, St. Louis. Reported transactions, which pass processing edits, immediately update the MCTFS master record. Upon completion of each cycle, updated MCTFS data/information is immediately available to commanders/users. The MIPS provides the commander and staff the capability to retrieve specific or ad hoc data/information reports on Marines joined or attached to the command; a useful tool in planning or analysis of unit capabilities.

OLDS is an alternate personnel and pay diary reporting system utilized by commanders and FO/DOs. Diaries are prepared by recording TTC/SEQ statements using on-line terminals. Inputs include options, descriptions, and parameters displayed on individual screens for use in entering pertinent data. Front-end system edits prevent entry of invalid data. Diaries are certified electronically then automatically transmitted to the DECC, St. Louis for processing. Reported transactions which pass processing edits immediately update the MCTFS master record. FO/DOs utilize the MCTFS On-Line Disbursing Diary Process to report active duty and reserve diary and payroll (Military Payroll Money List/Military Pay Voucher) transactions. Processing of certain disbursing diary TTC/SEQ transactions automatically generates payment to the Marine's financial institution when the Marine is enrolled in Direct Deposit/Electronic Funds Transfer (DD/EFT). The MCTFS On-Line MPL/MPV Process provides FOs with a timely method of payroll data entry, which updates individual MCTFS records and automatically creates check issue records to be used by the On-Line Treasury Check Information Process. OLDS outputs include on-line management/statistics reports that aid in ensuring accuracy and acceptance of diary and MPL/MPV reported pay transactions into the MCTFS.

RAPTRS is a stand-alone, windows-based application used by Marine Corps deployed Disbursing Officers as the primary pay reporting mechanism. It is also employed in the garrison environment by parent Disbursing/Finance Offices. Its design allows complete independence from any mainframe while still allowing DOs to generate financial and pay transactions for all members. Financial diaries are controlled and tracked via a disbursing diary ID and diary number for each batch of transactions and certified electronically. The system generates couriers for upload to the DECC, St. Louis. Couriers are compressed for reduced transmission time and encrypted for security. For Military Payroll List or Deployed Check Issue Program diaries, RAPTRS allows users to generate cash, check, EFT, or ATM payments. Processing of courier upload will update the MCTFS, pass information to update the Treasury reporting, transmit information to the Federal Reserve, and/or update the ATM file depending on the payment method selected. Reported transactions are generally available for research within 24 hours following the upload.

6.4 U.S. Air Force

In the Active duty Air Force, Air National Guard, and Air Force Reserve, military personnel support is provided at four echelon levels: at the unit level by the Commander's Support Staff (CSS), the installation, or base, level by the Military Personnel Flight (MPF), by personnel directorates in the Major Commands (MAJCOMs) and in the Headquarters organizations. At the CSS level, personnel maintain personnel data via the Personnel Concept-III (PC-III) tier of the Air Force Personnel Data System (AF PDS). At the MPF level, personnel maintain personnel data through both the PC- III and Base Level Personnel System (BLPS) tier of the AF PDS. The PC- III tier is linked to the base-level tier and provides worldwide-decentralized access to the centralized Headquarters Air Force Personnel Data System (HAF-PDS) at the Air Force

Personnel Center. At the MAJCOM level, personnel data is maintained through both PDS90 and HAF-PDS. At the Headquarters level, personnel data is maintained through HAF-PDS. The three tiers of the AF PDS provide global, total force (i.e., Active, Reserve, & Guard) support at 200 plus installations. The BLPS and HAF-PDS tiers of the AF PDS are scheduled to be replaced by Air Force Military PDS Modernization Project (MILMOD), a single modernized data system, in the Spring of 2001. Trouble shooting occurs at base level, Major Command, Air National Guard Headquarters, Air Force Reserve Command, Air Reserve Personnel Center, and Air Force Personnel Center levels.

Currently, pay support for the Active Air Force is provided through a base level Financial Service Office (FSO). Input is developed at the installation level FSO and MPF, and provided to DFAS for processing in DJMS-AC by DFAS systems (JUMPS Data Collection II (JDC II), JDC III, and the Trainee Initial Pay System (TIPS)) and Air Force systems (Headquarters Air Force Personnel Data System (HAFPDS) and Base Level Personnel System (BLPS)). Connectivity between the two functional communities is provided for at the field and corporate system level. Trouble shooting occurs at the regional Major Commands (MAJCOM) and DFAS – Denver Center.

Pay support for Air National Guard members is provided through the base level Financial Management Office (FMO) at each of the 90 ANG locations, the Basic Military Training Center (BMTC) at Lackland AFB TX, and DFAS Denver. Transactions are developed from the ANG-owned Integrated Military Personnel System (IMPS); the Air Force HAF-PDS; the DFAS input systems JDC-III and Reserve Component Input System (RCIS); and the Basic Military Trainee (BMT) system. Trouble shooting occurs at base level, Air National Guard Headquarters, and DFAS Denver.

- The FMOs use the ANG-owned input system, IMPS, to develop transactions for traditional members in DJMS-RC and DFAS's input system, JDC-III, for Active Guard/Reserve members in DJMS-AC. The input developed from IMPS and JDC-III is sent via a File Transfer Protocol process to DFAS-Mechanicsburg, compiled, and FTP transferred to DFAS Denver for processing.

- Integration of some personnel and pay processes for traditional members occurs at the corporate level with personnel transactions flowing from HAF-PDS to DJMS-RC. Transactions are developed within HAF-PDS based on input of personnel data into the Base Level Military Personnel System used at the 90 Military Personnel Flights.

- DFAS Denver has non-restricted update/correction capability using the RCIS. RCIS allows them to do anything the FMO does and gives expanded capability for some transactions. Any of the A, B, C, D and numeric tins for DJMS-RC can be accomplished. "Personnel Only" transactions can be done when the personnel information comes from the Air Force Personnel Center. Other types of actions DFAS Denver does with RCIS are transactions outside of Immediate Access Storage (IAS), Correction of Records, leave corrections, and DD139s.

- BMTC uses BMT system to support ANG Basic Military Training attendees; e.g., to produce Stored Value Cards (SVC), process SVC transactions, generate DJMS-RC/DMJS-AC transactions, generate net pay listings.

Pay support for Air Force Reserve members is provided through the base level Reserve Pay Office (RPO) at each of the 42 Reserve Unit locations. Transactions are developed from the Air Force Reserve Data Collection System. The RPOs use the AF Reserve-owned input system, AFRCDCS, to develop transactions for Reserve members in DJMS-RC. The input developed from AFRCDCS is sent via a File Transfer Protocol process to HQ AFRC for consolidation and then transferred to by FTP to DFAS-Mechanicsburg.

- Integration of some personnel and pay processes for traditional members occurs at the corporate level with personnel transactions flowing from HAF-PDS to DJMS-RC. Transactions are developed within HAF-PDS based on input of personnel data into the Base Level Military Personnel System used at the 39 Military Personnel Flights and 2 Satellite Personnel activities.

- DFAS Denver has non-restricted update/correction capability using the RCIS. RCIS allows them to do anything the RPO does and gives expanded capability for some transactions. Any of the A, B, C, D and numeric tins for DJMS-RC can be accomplished. "Personnel Only" transactions can be done when the personnel information comes from the Air Force Personnel Center. Other types of actions DFAS Denver does with RCIS are transactions outside of Immediate Access Storage (IAS), Correction of Records, leave corrections, and DD139s.

- BMTC uses TIPS to support BMT attendees; e.g., to produce Stored Value Cards (SVC), process SVC transactions, generate DJMS-RC transactions, generate net pay listings.

Troubleshooting occurs at the Air Force Reserve Command and DFAS-Denver.

Air Force Logistics & Officer Training Command provides pay support for Air Force Reserve Officer Training Corps (ROTC) cadets via the Air Force Cadet Automated Personnel System (AFCAPS). AFCAPS input is sent to DFAS for processing in DJMS-RC. Support for Air Force health professions training programs is provided at the Air Force Institute of Technology.

6.5 DFAS

The DFAS challenge of providing Military Pay Service to its DoD customers is formidable in complexity and is exacerbated by the geographic dispersion of the population serviced.

- The DFAS customer base is voluminous, geographically dispersed worldwide and requires support in peacetime and wartime environments.

- The pay system relies on input change information from fragmented input sources and interfacing databases. This situation is further complicated by today's reliance on older legacy feeder systems and payroll systems. These systems are difficult to change in a synchronized manner. This results in labor intensive and costly workarounds.

- External DoD organizations provide information vital to the member's pay, but information flows primarily in a paper mode. Housing offices submit basic allowance for housing entitlement documents and hospitals submit subsistence collection authorizations to the corresponding finance office vice reporting directly to a DFAS integrated database. The process is cumbersome, input is often untimely, and the end-to-end process does not adequately serve the members, spouses, dependents or commanders. Because no one knows when transactions will hit the pay system, the member/commanders are often unaware of these events until month end pay.

- Annually, legislation enacts entitlement rule changes, most of which are administratively complex to implement in cumbersome personnel and pay legacy systems.

6.5.1   Military Pay Record Processing

Presently, DFAS provides Military Pay record processing through four major sites: Indianapolis (DFAS-IN), Cleveland (DFAS-CL), Denver (DFAS-DE), and Kansas City (DFAS-KC). These DFAS sites, historically called centers, support and are supported by nearly 2000 Military Services and DFAS (Army) field offices. The Army's 109 locations throughout the world manage a total of 1.1 million pay accounts. The Navy's 650 military pay offices maintain 557K records. The Air Force's 245 Finance Offices process 589K pay records while the Marine Corps' 927 field offices, responsible for the input of all personnel and pay transactions, handle 292K accounts. These sites and related field offices process a combined total of over 2.5 million military pay records, distributed among Active Duty personnel, Reserves, Service Academies, ROTC, and Health Professionals. The graphic in Figure 6-1 illustrates the magnitude of the organization, which must be supported via the implementation of a new pay system.
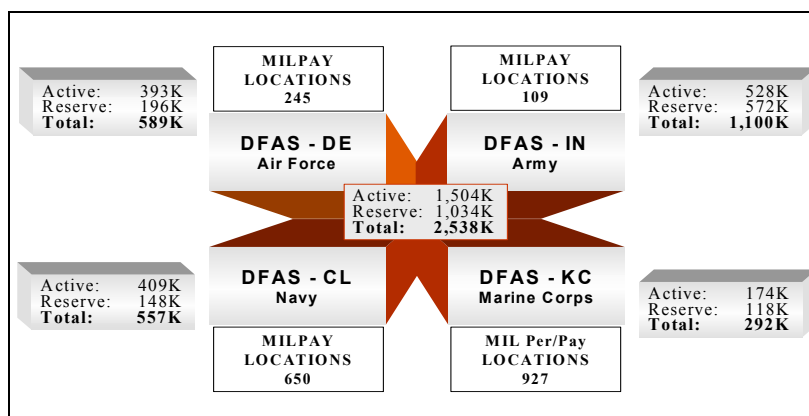
Figure 6-1 Military Pay Customer Base

6.5.2   DJMS Data Sources

Field level finance and personnel offices upload service member data to the DJMS pay system on a regular basis using one of several data input systems. The primary pay data input systems, JDC III and UMIDS, belong to DFAS. A large number of pay-related personnel data feeder systems are owned, operated, maintained, and funded by the respective Services and are not

included in any of the DJMS operating costs. The central DFAS sites use the Joint Uniformed Military Pay System (JUMPS) Data Collection II (JDC II) and the Reserve Component Input System (RCIS). A modern pay data input system, the Defense MilPay Office (DMO), is being deployed by DFAS to the field for DJMS input.

6.5.3   MCTFS Data Sources

Finance/disbursing offices and record accession/reporting applications utilized by the Marine Corps personnel community enter transactions into the MCTFS via an on-line diary reporting application. The Unit Diary/Marine Integrated Personnel System (UD/MIPS) supports all Marines by providing an integrated deployable personnel and pay reporting system. UD/MIPS is a combat proven tactically deployable microcomputer system with a self-contained unit database that has seen service since the mid-1980's. The UD/MIPS provides the Marine commander the ability to update personnel and pay data from anywhere in the world using various communications methods.

6.5.4   Business Area Complexity

The menu of military pay entitlements is broader than that of any commercial enterprise, as depicted in Figure 6-2, Military Pay Functional Complexity and Processing Volumes. Complexity is increasing yearly, as evidenced by the breadth of new/changed entitlements passed into law with the FY2000 Department of Defense Authorization Act. Each Service/Component generally writes its own variations of policy for a given entitlement, increasing the complexity of rules and conditions.
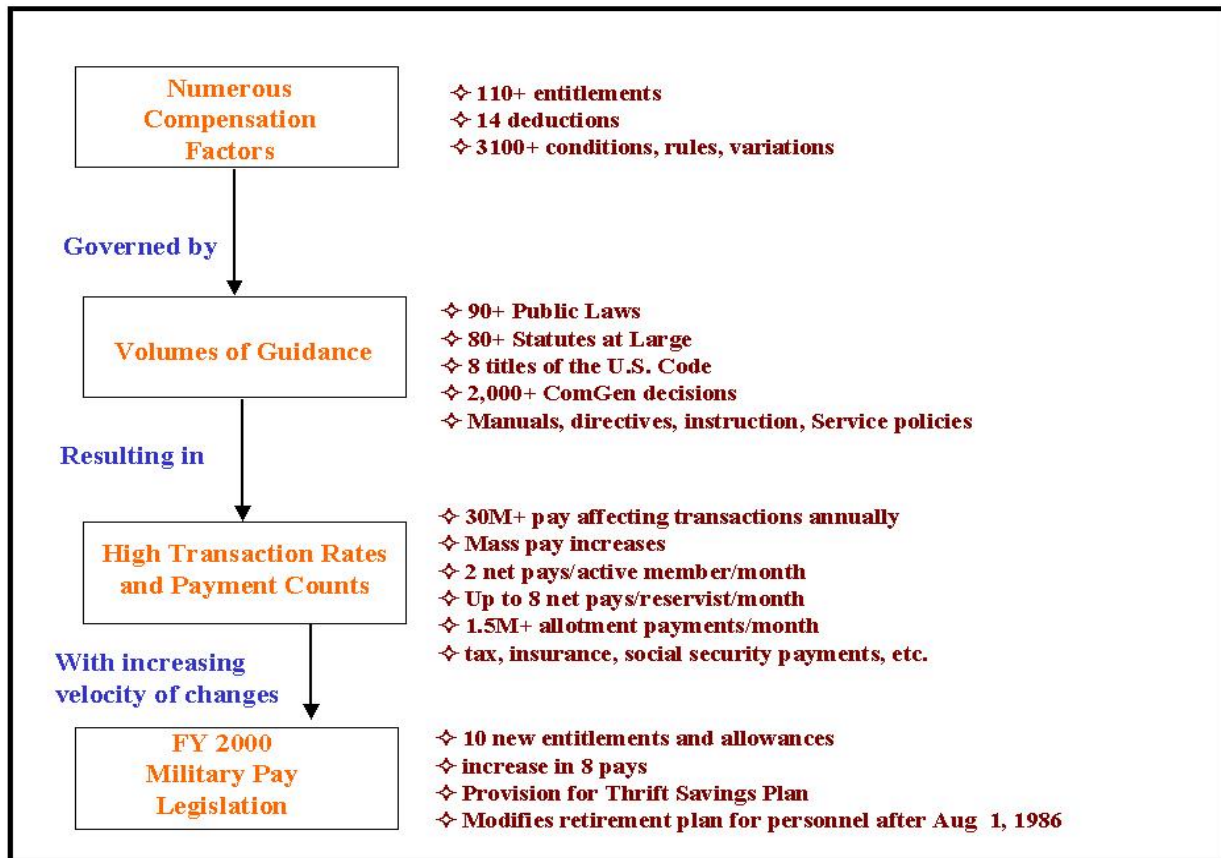
Figure 6-2 Military Pay Functionality Complexity and Processing Volumes

6.5.5   Non-Standard Business Practices

Each DFAS central site military pay operation is unique, despite three sites utilizing the DJMS system. This is due to variant business practice among military service communities supported by these operations. For example, Navy Fleet operations rely heavily on DFAS Cleveland to rework ship input errors and to provide customer service to family members. DFAS Indianapolis reworks the very limited Army personnel systems input it receives so that DJMS can process it in a standard manner. Air Force has used DJMS for more than twenty years and is proficient in its use. As a result, DFAS site operations (including their Call Centers) do not provide standard levels of support or have easily portable services. Moreover, DFAS and the Services (who manage nearly 2000 pay input sites) have limited flexibility, given current pers/pay systems, to realign central or local site military pay operational resources to address crises or meet changing needs.

7 Schedule

7.1 Initial Operating Capability (IOC)

The Initial Operating Capability (IOC) of DIMHRS (Pers/Pay) will be achieved with successful implementation of Useful Asset 1, the DIMHRS Pay Module and enabling database, across the Active, Guard and Reserve components of the Army. A common integrated database will be established and populated by interfaces with legacy system data, resulting in the successful execution of DoD military pay processing. The common database will initially consist of all Army pay-related military personnel data and all pay-only data. The database will be the single authoritative source for pay entitlements for the Army. This is the first step towards correcting the pay inefficiencies caused by multiple, redundant systems supporting personnel and pay within the Department, and the lack of integration between personnel and pay functions. While this is a DIMHRS (Pers/Pay) Program objective and planned outcome, it is fully recognized that this definition may change as the program matures.

7.1.1 Implementation

Initially, DIMHRS (Pers/Pay) shall be implemented in facilities that provide Service pay support utilizing the personnel supporting these functions.

7.1.2 Training

Initial and phased training requirements for DIMHRS (Pers/Pay) shall be documented and validated in each Service's Training Plan.

7.1.3 Product

DIMHRS (Pers/Pay) IOC will provide complete, accurate and timely pay data that is reliable, secure and responsive to informational needs at all echelons, to include field levels, personnel record centers, and headquarters support elements.

7.2 Migration Strategy

DIMHRS will be incremented in segments (Useful Assets). The development of the pay module will be part of Useful Asset 1. There will have to be Service unique modifications to the pay module as it is deployed to each Service. Personnel and pay integration will be fundamental to the design of the pay module and the common database (UA 1) and subsequent useful assets. There may be additional modifications that will have to be made to the pay module and/or the database when we go from obtaining data through interfaces with legacy systems and transforming the data (as in UA 1) to implementing the fully integrated personnel and pay capability in subsequent useful assets. Integration objectives will be an integral part of each Useful Asset development and deployment to ensure that ORD objectives are met. Everyone will end up with the same fully integrated personnel and pay system (plus whatever Service uniques are required). The DIMHRS pay module will not be implemented in the Marine Corps until the fully integrated system is ready. The detailed schedule for the DIMHRS (Pers/Pay)

implementation is under development. The current sequence of implementation will be as follows.

- **UA1 – Pay Module and Enabling Database**

The initial Useful Asset (UA1) for DIMHRS (Pers/Pay) will be to create the DIMHRS Pay Module and the enabling common database that will be the foundation to support the fully integrated personnel and pay functionality. The Defense Finance and Accounting Service (DFAS), in full partnership with the DIMHRS Joint Program Management Office and the Joint Requirements and Integration Office (JR&IO), will develop the DIMHRS Pay Module. When fully deployed, DIMHRS (Pers/Pay) UA1 will retire the Defense Joint Military Pay System (DJMS - (Active and Reserve)). The Marine Corps Total Force System (MCTFS) pay system will be replaced in a subsequent UA when full personnel and pay functionality is provided. UA1 will initially be fed by the current legacy systems to populate data elements, both personnel and pay, that support pay computation. The multi-service, COTS common database will evolve to be the authoritative source of data for personnel and pay, support to CINC Joint operations and provide standard interface data to legacy systems, such as the Defense Manpower Data Center (DMDC).

- **UA2- Support Joint Personnel Asset Visibility (JPAV)**

The second Useful Asset (UA2) will give the Warfighter concise, up-to-date query capability of data as determined by the Joint Staff requirements (e.g., assignments in theatre regardless of duration, skill sets, occupational codes, etc.) through an interface with the JPAV. While this Useful Asset does not retire any of the Service legacy systems, it is a critical module of the Joint Total Asset Visibility (JTAV) and the Global Combat Support System (GCSS) suite; and provides an initial capability that addresses one of the five critical deficiencies of the Mission Need Statement.

- **Subsequent useful assets will provide:**

  - Integrated database capabilities that will replace the current Army and Navy headquarters databases.

  - Field level support that will replace the current Army field personnel source data collection systems.

  - Fully integrated personnel and pay capability that will replace Marine Corps systems. The functionality provided in Useful Assets 1 through 3 will be built upon to provide the personnel and pay functionality necessary to replace the Marine Corps systems.

  - Fully integrated personnel and pay capability that will replace Navy systems

  - Fully integrated personnel and pay capability that will replace Air Force systems.

  - The final useful asset will complete the replacement of systems and meet FOC functionality as stated in section 7.3.

7.3 Full Operating Capability (FOC)

DIMHRS (Pers/Pay) Full Operating Capability (FOC) shall be attained when the full scope of military personnel management life cycle processes and all designated DIMHRS (Pers/Pay) activities are fully operational and logistically supported in accordance with the approved Joint Logistics Support Plan.

8 Program Affordability

8.1 Program Purpose

The overall goal for DIMHRS (Pers/Pay) is to provide a fully integrated military personnel and pay capability for all Components of the Military Services of the Department of Defense. The DIMHRS capability will be designed to resolve the problems identified in the Mission Need Statement and further explained in this document. DIMHRS (Pers/Pay) will provide the Military Services and their components the capability to effectively manage their members during peacetime, war, and through mobilization and demobilization; capturing accurate and timely data throughout. The program's major goals are to provide better support to military personnel, resolve inefficiencies and enhance mission support to the war fighter and Service Departments, by eliminating or reducing data collection burdens, solving operational problems, conserving resources, improving delivery of services, and enhancing readiness. The highest priority of DIMHRS (Pers/Pay) is timely, accurate, and easily understood functional information for the members, commanders in the field, and Service headquarters. The system should be a knowledge-based system that incorporates policy rules to ensure the user is not required to make policy determinations. While it is expected that there will be savings associated with the implementation of DIMHRS (Pers/Pay), that is not a primary driver for the program.

8.2 Status Quo

In order to discuss the affordability of the program, it is necessary to understand the alternative - - the status quo. In the status quo, the Department would continue to develop, modernize and field Service and component specific systems that are based on Service and component specific business rules and data. This impacts the status quo costs in two ways; first, there is the expense of multiple, duplicative development, modernization, and maintenance programs across the Department, and second there is the functional impact of the continuation of a lack of common data and business rules.

Since Service funding for personnel systems is always difficult to obtain, the modernization programs almost always fall short of fully addressing functional requirements and focus instead on implementation of new software and hardware platforms. Examples of this phenomenon include the Army's recent implementation of SIDPERS-3, the Air Force MILMOD program and the Navy NSIPS program. In all three cases, enhanced functionality and business process reengineering were sacrificed to allow for more timely implementation. Of the three, only SIDPERS-3 has achieved FOC, and all three were delayed several times from their original implementation schedules.

Because our legacy systems are based on Service and component-specific data and business rules and because there are so many of them, it is difficult for the personnel community to be responsive to policy changes or new legislation. Two examples of these problems include events that occurred during FY 2000.

First, new legislation required that the Department track deployed personnel in new ways to accommodate a new pay authorization for Service members who are deployed for more than 401 days in any consecutive 730 day period. Compliance with the legislation required first that the

Services develop some standard procedures for tracking and counting deployed days and then that the Services implement automated capabilities to capture and manage the information. Although each Service is making a good faith effort to comply, there is a lot of duplication of effort and compliance will be uneven across the Services. Additionally, the functional community has had to invest a great deal of time and resources to develop, review, argue and adjudicate varying interpretations of the legislation.

A second example evolved from a policy decision made by the Deputy Assistant Secretary of Defense (DASD) for Military Personnel Policy (MPP). In recent years, several states have introduced competency exams to determine whether or not seniors who have completed high school will receive diplomas. Current Department entrance documentation does not account for this situation. The DASD (MPP) decided that we need to be able to capture this information so that we can analyze the performance of individuals who completed high school but did not pass the competency exam. In order to do this, a new code had to be developed. After months of meetings and discussions, the Department has recently been able to agree on an implementation plan that can be accommodated by all the different personnel systems. With a single, common system, this matter would have been resolved in minutes rather than months.

Prior to MS II, a realistic estimate of the cost of the status quo is being developed that will include estimates of the costs for both the Service and component specific system development, modernization and maintenance that will continue absent DIMHRS, and the impact on the functional community and the Department of our inability to respond quickly to policy and legislative changes.

8.3 Comparability and Benchmarking

While it is clear that there is no other organization like the Department of Defense in terms of function or mission, an attempt is being made to compare the costs of developing and implementing an integrated personnel and pay system in other organizations against the projected costs of DIMHRS. DIMHRS team members have obtained information on several private and public sector programs and are continuing to search for organizations that more closely resemble the Department - - for instance, there are plans to look at the oil industry to determine the degree to which their functions match DoD functions. Given the unique nature of the military mission, any comparison with other organizations will have to take into account the differences in functionality required of an integrated personnel and pay system, and even the degree of complexity between like functions. Additional areas where the Department's needs may exceed those of smaller organizations are the volume of transactions the system must support on a daily basis, and the number and size of records that must be available for routine or specialized actions. Some of the new development/implementation efforts that have already been reviewed are the Coast Guard, USAA, Department of Labor, Department of Veterans Affairs, and DoD civilian personnel.

The Department must service 3.1 million records, with a one-third surge capability, with:

- 18,300 source data collection points
- 869 geographic locations

- 80,000 concurrent users; and

- about 500 external interfaces.

As a comparison, the VA is implementing an integrated COTS personnel and pay capability (currently planned for completion in September 2001) at a currently estimated cost of $417 million. This system will service approximately 220,000 records, with 84 source data collection points.

As another comparison, the Defense Civilian Personnel Data System (DCPDS) is implementing a COTS personnel capability (currently planned for completion in March 2001) at a currently estimated cost of $1.3 billion (total program costs, which include more than software development). This system will service 800,000 records at 25 sites.

Prior to MS II, additional comparability statistics will be developed and documented.

8.4   Total Program Cost Estimate

The JPMO and the Program Executive Office for Information Technology (PEO (IT)) are completing a detailed and independently validated Life Cycle Cost Estimate (LCCE) that will be completed prior to MS II. While this has no impact on the current acquisition phase, budget adjustments that must be made in the near term are being coordinated with the appropriate agencies.

8.5   Future Years Defense Plan (FYDP) Funding

Figure 8-1—*Total Program Budget Summary* depicts the program budget over the FYDP.

	Prior	2000	2001	2002	2003	2004	2005	2006	2007
DFAS									
Operating		5.7	6.2	5.6	5.8	9.9	21.4	23.3	26.9
Capital		7.0	17.8	17.5	17.8	18.2	12.2	9.5	6.5
ITC									
RDT&E		41.0	29.9	46.4	40.1	14.5	15.1	13.8	1.5
Procurement			0.0	0.0	0.0	10.0	10.0	10.2	10.5
O&M	45.7	5.5	6.7	6.9	7.1	7.3	7.5	7.8	8.7
Total	**45.7**	**59.2**	**60.6**	**76.4**	**70.8**	**59.9**	**66.2**	**64.6**	**54.1**

Dollars In Millions = Dollar figures do not include cost of Service infrastructure

RDT&E = Research, Development, Test, and Evaluation

O&M = Operations and Maintenance

Figure 8-1 Total Program Budget Summary

Appendix A.   References

"Capstone Requirements Document: Global Combat Support System", 5 June 2000

"Capstone Requirements Document: Information Dissemination Management", 22 January 2001

CJCSI 3170.01B, "The Requirements Generation System", 15 April 2001

CJCSI 6212.01B, "Compatibility, Interoperability, and Integration of Command, Control, Communications, Computers, and Intelligence Systems", 8 May 2000.

CJCSM 3500.04B, "Universal Joint Task List", Version 4.0, 1 October 1999.

"Defense Information Infrastructure (DII) Common Operating Environment (COE) Integration and Runtime Specification (I&RTS)", Version 4.0, October 1999

DoD 5000.2-R, "Mandatory Procedures for Major Defense Acquisition Programs (MDAPS) and Major Automated Information Systems (MAIS) Acquisition Programs", Change 4, 15 March 1996

DoD 8320.1-M "Data Administration Procedures", 29 March 1994

DoDD 5000.1, Change 1, "Defense Acquisition" 15 March 1996

DoDD 5200.1, "DoD Information Security Program", 13 December 1996

DoDD 5200.28, "Security Requirements for Automated Information Systems (AISs)", 21 March 1988

"DoD Joint Technical Architecture", Version 3.1, 31 March 2000

DoDI 5200.40, "DoD Information Technology Security Certification and Accreditation Process (DITSCAP)", 7 October 1999

DoDI O-8530.2, "Support to Computer Network Defense (CND)", March 9, 2001.

ISO/IEC 11179, "Specification and Standardization of Data Elements",

"Mission Need Statement (MNS) for Defense Integrated Military Human Resources System (Personnel and Pay) (DIMHRS (Pers/Pay))", 24 February 1999.

National Air Intelligence Center (NAIC) Automated Information System Threat Environment Description (U) (AIS TED), NAIC-1574-0210-00, September 2000, (S//NF//MR)

National Air Intelligence Center (NAIC) Electronic Warfare Threat Environment Description (U) (EW TED), NAIC-1574-0731-01, October 2000, (S//NF//MR)

Worldwide: Threats to Network Centric Warfare (U), ONI-1573-001-00, October 1999, (S//NF//X1).

Appendix B.   Distribution List

Appendix B Distribution List

DIMHRS Executive Steering Committee Members

NAME	ORGANIZATION	TELEPHONE
Office Of The Secretary Of Defense (OSD)		
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Ms. Jeanne Fites	DUSD (PI), OUSD (P&R)	703-614-3970
Mr. Ron Adolphi	DCFO, OUSD(C)	703-602-0300
Mr. Edward Grysavage, Deputy Director	DFAS (HQ)	703-607-5032
Mr. Leonard Sistek	DASD (M&P), OASD (RA)	703-695-7306
Mr. William Curtis Director I&A	OSD (C3I), DCIO	703-602-0980
Assistant Deputy Chiefs Of Staff For Personnel (ADCSPERS)		
MG Geoffrey D. Miller, USA	ADCSPER	703-695-2250
Mr. Matthew Henry, USN	ADCNO	703-614-1101
Ms. Deborah Howell, USMC	ADC M&RA	703-784-9012
Mr. Roger Blanchard, USAF	ADCS (Personnel)	703-697-6088
Service Assistant Secretaries (Financial Management)		
Mr. Ernest Gregory	ASA(FM&C)	703-697-3857
Mr. Anthony Tisone	OASN (FM&C)	202-685-6704
Mr. John Nethery	ASAF (FO)	703-697-2905
Joint Staff		
BGEN Robert Smolen Director	J-1	703-697-6098
Executive Secretary		
Norma J. St. Claire	OUSD(P&R) JR&IO	703-696-8710

DIMHRS Joint Integration Group Membership

JIG Member	Organization	Telephone Number
Chairperson		
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Department of the Army		
Ms. Paula Davis	TAPC-PDZ-PRIMO	703-325-3016
LTC Frank Schwartzenburg	OCAR-DAAR-PER	703-601-3525
Mr. Larry Lutz	NGB-ARZ-HRP	703-607-7123
COL William Landrum	ASAFM (Army)	703-695-3040
Department of the Navy		
Dr. Richard Niehaus	CNO (N120G)	703-614-1350
CDR Rich Delaquis	CNO (N953F1)	703-601-1825
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Col Craig Grotzky	HQMC(MI)	703-784-9020
Department of the Air Force		
Mr. David Mulgrew	HQAF/DPFX	703-697-0485
Mr. Noah Gibson	HQAF/REPP	703-588-6006
Ms. Mary McAfee	HQ ANG/DPYD	703-607-5925
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CAPT Elliott Bloxom	OASD(FMP)	703-693-1058

Appendix C.   List of ORD Supporting Analyses

The following documents represent prior analysis conducted to establish and refine the urgent mission requirements underlying the performance capabilities presented in this document.

1.)   *Military Source Data Collection Project: An Evaluation of Source Data Collection System*, dated August 1993, OUSD(P&R)

2.)   *Final Report of the Defense Science Board Task Force on Military Personnel Information Management*, dated August 1996

3.)   *DIMHRS Information Required by Section 8121(b) of the DoD Appropriation Act, 2000*, dated June 28, 2000

4.)   *CINC Information Requirements for Combat Support Working Integrated Product Team Workshop, 8-10 June 1999*

Appendix D. CRD – ORD KPP/Requirements Cross-Walk/Linkage

Explanatory Notes:

Appendix D, CRD - ORD KPP/Requirements Cross-Walk/Linkage, provides a link between the Global Combat Support System (GCSS) Capstone Requirements Document (CRD) and the DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes delineated in Appendix F of the DIMHRS (Pers/Pay) ORD. It also provides a crosswalk between the DIMHRS (Pers/Pay) ORD and the Information Dissemination Management (IDM) CRD.

The crosswalk was developed by examining the CRD Universal Joint Task Listing (UJTL) Crosswalk (Table 4) for the Operational Elements and Characterizations/Information Exchange Requirements (IERs) applicable to DIMHRS Functionality. Three Operational Elements were found to be applicable, Joint Asset Visibility, Personnel & Force Health Protection, and Acquisition and Finance. The IERs of each were edited to remove non-applicable information. Then, the UJTL listings attached to each of the applicable IERs were examined for tasks relevant to the DIMHRS Functional Processes. Last, these were crosswalked to the appropriate ORD Functional Process Number.

The DIMHRS related Operational Elements:

CRD OPERATIONAL ELEMENT: Joint Asset Visibility

CHARACTERIZATION (INFORMATION EXCHANGE REQUIREMENTS):

a. It also includes the capability for operations and personnel managers to determine and act on timely and accurate information about the location, quantity, condition, movement, and status of DoD (military, civilian, and contractor) personnel.

CRD TASKS AND DESCRIPTIONS	HOW DIMHRS SUPPORTS TASK	ORD REFERENCE (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes)
STRATEGIC NATIONAL TASKS		
SN 4.1 Procure and Distribute Personnel. To procure officers, warrant officers, enlisted personnel, and civilians for the force and to transport them to units and organizations of their Service and other DoD, governmental, and non-governmental support agencies, according to policy and national military strategy. (JP 0-2, 3-0, 3-08v2, 4-0) (JP 1-05, 4-0, 4-01.1) Note: For generation of forces (units/organizations) for theaters, see SN 7, Conduct Force Development. M1 Days From recruitment to commencement of basic training. M3 Percent Of inductees have at least a high school diploma. M4 Percent Of inductees successfully complete basic training. M5 Percent Of military inductees qualify for security clearance. M7 Percent Of officer inductees have at least a bachelors degree.	Administer Enlisted Accession Incentives Process Non-Prior Service (NPS) Enlisted Accessions Process Prior Service (PS) Enlisted Accessions Administer Officer Accession Incentives Process Non-Prior Service (NPS) Officer Accessions Process Prior Service (PS) Officer Accessions Process Personnel Security Programs	F11.01 F11.02 F11.03 F12.01 F12.02 F12.03 F6141.09

M8 Percent Of recruitment goals met during preceding year. M9 Percent Of recruits are female. M10 Percent Of recruits from racial or ethnic minority.		
SN 4.1.1 Determine Requirements and Allocate Human Resources. To determine manpower requirements and allocate the resources from approved positions in the force structure. This task includes determining which requirements will be supported with authorizations (spaces) by grade and skill level. (JP 1-0, 4-0) (JP 2-01, 4-02.1, 5-03.1) M4 Percent Of total military personnel are officers. M5 Percent Of total officer manning are general/flag officers. M8 Percent Of support provided by contractors.	Support Force Structure Planning Manage Reviews of a Member's Official Personnel Information	F31.03* F6112.07
SN 4.3.3 Coordinate Defense-wide Health Services. To coordinate medical services that promote, improve, conserve, or restore the mental or physical well-being and performance of individuals or groups. This task is performed in support of all Services (and other nations as required), both in the field and in CONUS. This task includes: medical, dental, veterinary, optical, and ancillary services; health-related research; medical evacuation and patient transport; medical supply and maintenance; and humanitarian assistance and civic action to other nations. (JP 4-0, 4-02) (JP 3-0, 4-02.1) Note: For humanitarian assistance and civic action see SN 8.1.5, Coordinate Foreign Humanitarian Assistance and Humanitarian and Civic Assistance, and SN 8.1.6, Provide Civil Affairs Support Policy. M2 Percent Of military personnel, fit for duty.	Support Unit Readiness Program	F615.01

M3 Percent Personnel deployed meeting preparation for overseas movement requirements.		
STRATEGIC THEATER TASKS		
ST 4.2 Coordinate Support for Forces in Theater. To coordinate the provision of trained and organizationally sound units and replacements and to provide necessary personnel administration, supply, field, and health services to support theater strategy, campaigns, and routine COMMZ support. (N/A) (JP 1-05, 3-08v1, 4-0, 4-01, 4-01.3, 4-02, 5-03.1) Note: See ST 4.4 Develop and Maintain Sustainment Bases, for providing essential facilities to house, sustain, and support normal or contingency operations from a garrison, base, or bare base site. M4 Percent Of support forces, trained and equipped for salvage and battle damage repair. M7 Percent Of personnel have viable rotation policy. M8 Percent Of personnel support can be contracted. M9 Shortfalls Identified for personnel. M10 Constraints Identified for personnel. M13 Percent Of forces supplied by theater commander, rated C1 for readiness and no forces supplied by theater commander, below C2. M14 Percent Of major units remain untrained in at least one of their METL tasks. M15 Percent Manning level for deployed units during operation. M16 Percent Of individual personnel augmentation requirements, validated by appropriate CINC approval authority.	Track Personnel in Support of Specified Operations	F334.04

M19 Personnel Per assigned legal officer in theater.		
OP 4.4 Coordinate Support for Forces in the Joint Operations Area (JOA). To coordinate the providing of trained personnel, units, and replacements to joint forces in the JOA. This task also includes providing personnel and health services support for campaigns, major operations, joint task force organizations, and routine COMMZ support. (JP 3-0, 4-0, 4-02.1) (JP 3-07.1, 3-08v1, 4-0, 4-02, CJCSM 3500.05) M1 Percent Of personnel replacement requirements not met. M2 Percent Of personnel support can be contracted. M3 Percent Of replacements adequately trained to perform assigned duties. M4 Percent Of units whose actual manning meets or exceeds authorized levels.	Track Personnel in Support of Specified Operations	F334.04

CRD OPERATIONAL ELEMENT: Personnel & Force Health Protection

CHARACTERIZATION (INFORMATION EXCHANGE REQUIREMENTS):

a. Provide administrative and operational support to units and individual service members. Provide interoperable access between Joint and Service Component personnel automated systems and health (medical, dental), logistics (uniforms, rations), and related systems and databases. Forecast personnel attrition and replenishment flow by Service, grade, specialty codes and sub-codes, and gender. Provide for deceased personnel accounting and tracking through theater level system to point of final internment.

b. Provide real-time information to assess the health care status of operational forces, providing the status of the health care capabilities within Theater including medical unit and medical facility status.   Provide decision support information to plan and track casualty evacuation from medical collection points through in-theater medical treatment facilities to CONUS.

c. Provide planning information concerning lift assets and support to forces supporting Non-combatant Evacuation Operations (NEO) and humanitarian assistance missions. This includes the tracking of operational forces and evacuating personnel.

CRD TASKS AND DESCRIPTIONS	HOW DIMHRS SUPPORTS TASK	ORD REFERENCE (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes)
STRATEGIC NATIONAL TASKS		
SN 1.2.8 Provide Global Patient Movement and Evacuation. To provide evacuation and control of patient movement worldwide. This task includes the evacuation of combat casualties from theater of operations/joint operation area (JOA) and worldwide movement of ill or injured patients within theater, between theaters or between the theater and CONUS,	Manage Casualty/Disaster Information	F41.01

or within CONUS. (JP 4-0, 4-01.3, 4-02, 4-02.1, 4-02.2,) (JP 3-07.5, 4-01.3, 4-02.2) M22 Percent Of patients (scheduled for strategic evacuation), actually evacuated. M26 Percent Of patients scheduled for strategic evacuation (IAW evacuation policy).		
SN 3.4.9 Support Personnel Recovery Worldwide. To provide national policy and support for the peacetime and wartime recovery of isolated personnel and to provide support to their families. This task includes reporting, locating, supporting the person and their family, recovery and return of the isolated person to their family or duty. This support includes developing national level policy, plans, and strategic direction to military support missions requiring national and interagency coordination, such as special operations support to unconventional assisted recovery mechanism (UARM) and other recovery methods. It also includes setting worldwide standards for survival, evasion, resistance, and escape (SERE) training. Included within this task are civil search and rescue, combat search and rescue (CSAR), and evasion and escape. DOD components provide search and rescue (SAR) facilities for their own operations. These facilities may be used for civil needs on the basis of not-to-interfere with military missions. (JP 3-50, 3-50.2, 3-50.3) (JP 3-07.5, 3-50.2) Note: SAR area coordinators are discussed at ST 6.2.7, Initiate and Coordinate Personnel Recovery in Theater. Participation in the Interagency Committee on Search and Rescue is covered by SN 8.3, Coordinate Military Activities Within the Interagency Process. M2 Percent Of escapees, recovered. M4 Percent Of known POW/MIA families made aware of DOD support.	Manage MIA/POW Programs Identify Training Needs/Criteria	F41.03 F22.01*

M5 Months Since defense wide SERE training updated.		
SN 4.1 Procure and Distribute Personnel. To procure officers, warrant officers, enlisted personnel, and civilians for the force and to transport them to units and organizations of their Service and other DOD, governmental, and nongovernmental support agencies, according to policy and national military strategy. (JP 0-2, 3-0, 3-08v2, 4-0) (JP 1-05, 4-0, 4-01.1) Note: For generation of forces (units/organizations) for theaters, see SN 7, Conduct Force Development. M1 Days From recruitment to commencement of basic training. M3 Percent Of inductees have at least a high school diploma. M4 Percent Of inductees successfully complete basic training. M5 Percent Of military inductees qualify for security clearance. M7 Percent Of officer inductees have at least a bachelors degree. M8 Percent Of recruitment goals met during preceding year. M9 Percent Of recruits are female. M10 Percent Of recruits from racial or ethnic minority.	Administer Enlisted Accession Incentives Process Non-Prior Service (NPS) Enlisted Accessions Process Prior Service (PS) Enlisted Accessions Administer Officer Accession Incentives Process Non-Prior Service (NPS) Officer Accessions Process Prior Service (PS) Officer Accessions Process Personnel Security Programs	F11.01 F11.02 F11.03 F12.01 F12.02 F12.03 F6141.09
SN 4.1.1 Determine Requirements and Allocate Human Resources. To determine manpower requirements and allocate the resources from approved positions in the force structure. This	Support Force Structure Planning Manage Reviews of a Member's Official Personnel Information	F31.03* F6112.07

task includes determining which requirements will be supported with authorizations (spaces) by grade and skill level. (JP 1-0, 4-0) (JP 2-01, 4-02.1, 5-03.1) M4 Percent Of total military personnel are officers. M5 Percent Of total officer manning are general/flag officers. M8 Percent Of support provided by contractors.		
SN 4.1.2 Procure, Train, Supply, Transport, and Maintain Personnel. To procure, train, and assign personnel to authorized positions in the force structure. This task includes accountability of assigned forces and movement of trained personnel replacements to their unit assignments. (JP 1-0,4-0) (JP 3-0, 3-05, 3-61, 4-01.2, 4-02.1) M1 Days Between completion of training and arrival at unit of assignment. (Derived based on assignment dates) M3 Percent of Air Force personnel are college graduates. M4 Percent of Army personnel are college graduates. M6 Percent of Marine personnel are college graduates. M7 Percent of military authorizations filled (have personnel assigned). M8 Percent of Navy personnel are college graduates. M9 Percent of personnel receive assignment to unit prior to completion of initial training. M10 Weeks Initial training rate achieved. M11 Percent Of newly assigned trained personnel that adequately perform their jobs without excessive additional training or supervision.	Support Force Structure Planning Identify Members to Fill Assignment Needs	F31.03* F333.02*
SN 4.3 Provide for Personnel Support.	Support Family Care Responsibilities	F51.01*

To ensure provision is made for the support of personnel, either in CONUS or overseas in a theater, to include personnel management and morale support, religious support, and health services support. (JP 0-2, 1-0, 1-05, 4-02.1, CJCSM 3122.03) (JP 0-2, 3-07.3) M1 Percent Difference between assigned strength and authorized strength (military and civilian). M2 Percent Of difference between assigned strength and present for duty strength. M3 Percent Of DoD positions filled by civilian employees or contractors. M4 Days To replace personnel and fill shortfalls. (Derived.)	Manage Family Care Support Support Service Sponsored Community Programs Provide MWR Programs Maintain Member-Provided Person Information Support Unit Readiness Program	F51.02** F52.01** F52.02** F6112.01 F615.01
SN 4.3.1 Provide Personnel Management and Morale Support. To manage the military personnel and the civilian work force, including procurement, accountability, training, education, utilization, development, promotion, assignments, motivation, retention, and separation/retirement policy. To provide policy for the entertainment and recreational facilities and activities for troops, including motion pictures, libraries, sports, live entertainment shows, Service clubs, musical entertainment, crafts, and outdoor recreation. This activity includes providing resources, facilities, and support to CONUS and OCONUS commands for morale, welfare, and recreation activities, especially rest and relaxation for service members from the rigors of sustained combat, and support operations. (JP 0-2, 1-0, 3-08v2, 3-61), (JP 1-05, 3-04.1) M1 Percent Of personnel involved in educational programs.	Provide MWR Programs Manage Retirement Points Accounting Manage Member Discharge Programs Manage Officer Resignations Process Intra-Service Transfers Process Inter-Service Transfers Process Reserve Category Transfers Transfer Reserves To/From Active Duty Make Personnel Class Changes Manage Voluntary Retirement Manage Involuntary Retirement Promote Enlisted Personnel Promote Officer Personnel Manage Federal Recognition Officer Process Manage Enlisted Retention Program Manage Reenlistments	F52.02** F6112.04 F71.01 F71.02 F72.01 F72.02 F72.03 F72.04 F72.05 F73.01 F73.02 F42.01 F42.02 F42.04* F45.01* F45.02*

M2 Percent Of personnel who complete initial service/contract obligation. M3 Percent Of personnel retained beyond initial service/contract obligation. M4 Percent Of personnel, in critical/essential occupational areas retained in service (military and civilian). M5 Percent Of Service members participating in rest and recuperation program. M6 Percent Of Service members using MWR facilities.	Manage Enlistment Extensions Manage Officer Retention Program Manage Officer Continuation Forecast Accession Targets Project Training Requirements Perform Initial Classification of Skills Perform Personnel Distribution Analysis Identify Members to fill Assignment Needs	F45.03* F45.04* F45.05* F32.02* F32.03* F331.01* F332.01* F333.02*
SN 4.3.2 Coordinate Defense-wide Religious Support. To coordinate comprehensive, inter-Service religious ministry support within DOD. This task includes reviewing plans and providing guidance in the provision of religious ministry across the range of military operations. To advise on the ecclesiastical, religious, and moral implications of Joint operations to achieve national security objectives; to advise on Joint religious ministry doctrine and policy, and coordinate chaplaincy issues with foreign military organizations. (JP 1-05) (N/A) M1 Percent Of military member faith groups below DOD average for chaplain representation. M2 Percent Of religious faiths, accredited to minister to DOD, with no ministers on active duty. M3 Percent Of military personnel with access to religious services in their faith.	Manage Reviews of a Member's Official Personnel Information	F6112.07
SN 4.3.3 Coordinate Defense-wide Health Services. To coordinate medical services that promote, improve, conserve, or restore the mental or physical well-being and performance of individuals or groups. This task is performed in support of all Services (and other nations as required), both in the field and in CONUS. This task includes: medical, dental,	Support Unit Readiness Program	F615.01

veterinary, optical, and ancillary services; health-related research; medical evacuation and patient transport; medical supply and maintenance; and humanitarian assistance and civic action to other nations. (JP 4-0, 4-02) (JP 3-0, 4-02.1) Note: For humanitarian assistance and civic action see SN 8.1.5, Coordinate Foreign Humanitarian Assistance and Humanitarian and Civic Assistance, and SN 8.1.6, Provide Civil Affairs Support Policy. M2 Percent Of military personnel, fit for duty. M3 Percent Personnel deployed meeting preparation for overseas movement requirements.		
SN 4.7 Acquire, Manage, and Distribute Funds. To perform the resource management function of estimating costs for specific operations and tracking and reporting actual costs to support requests to the US Congress for appropriation of funds for specific operations. It also includes identifying and managing funds that can be made available to theater and operational levels to pay for immediate expenses. Resource management includes planning, programming, and budgeting (PPBS) support, budget analysis, management services, and force management support. Finance and accounting functions include overall capturing of the costs of operations via standard accounting systems and other means and the management of the operating systems that pay personnel and providers (contractors, host-nation, suppliers, etc. (JP 4-01.7, 4-03, 4-05, CJCSI 7401.01) (JP 0-2, 3-07.4, 4-0, 4-02.1, CJCSI 5261.01, CJCSI 6211.03) M3 Number of data points to assemble all pertinent financial management issues for the operation.	Maintain Payroll Disbursement History Support budget Planning Maintain Information on Pay Entitlements Based on Geographic Areas Determine Authorization for Foreign Duty Pay	F62.04 F32.08 F62.01 F6111.11
SN 5.7.2 Determine Requirements. To determine total force package requirements (personnel and material) for OSD, Military Departments, and Joint Staff to	Support Force Structure Planning	F31.03*

support the operational and support objectives of the NMS and the Joint Strategic Capabilities Plan. (N/A) (CJCSI 3100.01) M1 Weeks From determination of forces to support national security strategy and national military strategy to formulation of personnel and material requirements. M2 Days From force planning decisions to completion of supporting personnel/materiel program packages for SecDef/OSD review.	Perform Strength Planning	F32.01*
SN 5.7.3 Plan, Program, and Budget. To produce extended future year plans; associated programs and supporting budgets for DOD components in accordance with national and DOD policy guidance and the NMS. This task includes providing policy guidance (e.g. Policy Guidance for Contingency Planning, fiscal guidance, Defense Planning Guidance, Program Manager Guidance Memo, Director of Central Intelligence Strategic Intent) and national security objectives by the National Command Authorities. Program development, execution authority, and responsibility are generally delegated to the DOD Components (JP 3-07.4, 5-0) (JP 5-0, 5-03.1, CJCSI 5114.01, CJCSI 6721.01)	Support Budget Planning	F32.08
SN 5.7.3.3 Budgeting. To develop DOD component budgets and a consolidated Defense budget from POMs as modified by PDMs. This task includes the preparation of budget estimate submissions (BESs) by DOD components based on their PDMs, adjustment of budgets by the SecDef and Defense Resources Board through Program Budget Decisions (PBDs), review and comment on PBDs by the Military Departments and other DOD components, preparation of Amended PBDs and the preparation of budget schedules by DOD components for incorporation into the President's budget. (JP 5-0, CJCSI 3100.01) (JP 0-2, 3-07.4, 5-0, 5-03.1, CJCSI 3100.01)	Support Budget Planning	F32.08

SN 5.7.4 Accounting. To account for DOD real estate, equipment, supplies, personnel, other assets, and funds in accordance with established policy. (N/A) (JP 3-07.4, 3-50.3, 4-03) M1 Dollars Continuous tracking of expenditures versus budget. M2 Percent Accuracy in accounting for real property, real estate, facilities, equipment, supplies, personnel, funds, and other assets.	Support Budget Planning	F32.08
SN 6.1.4 Increase Readiness of Key Mobilization Personnel. To increase readiness levels of active component (AC) units in theater, in CONUS, or both. To initiate pre-mobilization actions to increase readiness of RC units and individuals. To augment active forces by ordering to active duty selected reservists. (JP 4-0, 4-05) (JP 1-05, 3-0, 3-07.3, 4-01, 4-05, 5-0) M1 Percent Of selected reservists ordered to active duty report on time. M2 Percent Of selected reservists, contacted. M3 Percent Of selected reservists, not contacted because of incorrect or incomplete addresses. M4 Percent Of reservists report fit for duty. M6 Hours For component commands to identify and assess readiness of units selected for mobilization.	Manage Mobilization Activities	F334.01
SN 6.2 Alert Forces for Mobilization. To transition the force from Reserve component to Active duty status with available personnel and facilities, and to complete all administrative and processing actions. The alert phase begins when units or individuals receive notice of pending order to active duty and ends when the unit enters active Federal service. (JP 4-05) (JP 4-05)	Manage Mobilization Activities	F334.01

M5　　Percent Of key personnel report within planning timelines. M7　　Percent Of notified units, able to alert all personnel within 24 hours. M8　　Percent Of units, notified by non-DOD communications links. M9　　Hours To notify Joint Transportation Reserve Unit (JTRU) members selected for activation (from time of activation decision).		
SN 6.2.1 Alert Units and Individuals of Pending Mobilization. To provide readiness for action—the period of time during which troops standby in response to an alarm. This task includes any form of communication used by Service headquarters or other competent authority to notify National Guard and Reserve unit commanders that orders to active duty are pending. (N/A) (JP 4-05) M2　　Percent Of key personnel reported within planning timelines. M4　　Percent Of alert messages returned for incomplete or inaccurate addresses. M5　　Percent Of notified units able to alert all of their personnel within 24 hours. M7　　Hours For notified units to identify and report preliminary list of deployable and non-deployable personnel.	Manage Mobilization Activities	F334.01
SN 6.2.2 Prepare Home Station and Mobilization Station/CONUS Replacement Center for Reception of Activated Units and Individuals.	Manage Mobilization Activities Support Unit Readiness Program	F334.01 F615.01

To screen personnel and medical records, notify finance of unit status, prepare for activities at home station, review post-mobilization training support requirements (PTSR), inventory unit property, coordinate retrieval of equipment, verify billeting and subsistence support, and finalize supply and equipment shortages. (JP 4-05) (JP 4-05) M5 Percent Of personnel in deployable health (medical and dental).		
SN 6.2.3 Activate Key Personnel. To order key personnel to active duty. (JP 4-05) (JP 4-05) M1 Percent Of key personnel reported within planning timelines. M3 Percent Of activation messages returned for incomplete or inaccurate addresses.	Manage Mobilization Activities	F334.01
SN 6.2.4 Conduct Preparatory Administrative, Logistic, Medical, and Readiness Activities. To begin activities required at mobilization. These include PTSR, command readiness inspection reports, operational tests and evaluations, readiness reports, POM processing, the unit training readiness status, and informal evaluation and observations for determining unit training shortfalls. Also, combatant commander evaluations of joint training are considered, as appropriate. (JP 4-0, 4-05) (N/A)	Manage Mobilization Activities	F334.01
SN 6.3 Mobilize at Home Station. To bring units to active Federal duty, transition those RC units to Active duty status, and prepare them for departure to their mobilization station. (JP 4-05) (N/A) M1 Percent Of required training programs have qualified and sufficient training personnel (at mobilization).	Manage Mobilization Activities	F334.01

M9 Percent Of units report training deficiencies.		
M10 Percent Of identified training deficiencies, covered by established training plans.		
SN 6.3.1 Assemble Forces and Report Status. To assemble unit members and resources at home station and provide readiness status of personnel, equipment, and training. (JP 4-05, 5-0) (N/A) M8 Percent Of personnel report fully equipped and trained. M10 Percent Of activated members report within recall criteria. M13 Percent Of activated members reported for duty within individual unit designated operational capability standards. M15 Percent Of activated JTRU physically fit and current in job qualification based on unit manning document (UMD). M16 Percent Of activated members physically fit and current in job qualification based on unit manning document (UMD).	Manage Mobilization Activities Support Unit Readiness Program Maintain Physical Readiness Information	F334.01 F615.01 F613.02
SN 6.3.2 Conduct Specified Training. To train personnel and units on designated subjects, to identify training deficiencies, and to begin training to be completed at MS. (JP 4-05) (JP 0-2, 4-0) Note: For training, see SN 7.4, Educate and Train the Force. M1 Percent Of required training programs have qualified and sufficient training personnel (at mobilization). M2 Percent Of units report training deficiencies. M3 Percent Of identified training deficiencies, covered by established training plans.	Manage Military Education Programs	F21.01*

SN 6.3.3 Requisition MS Training and Support Requirements. To review and request mobilization station training, training ammunition, and MS support requirements. (JP 4-0, 4-05) (N/A) M2 Months Since review of training and support plans.	Manage Mobilization Activities	F334.01
SN 6.5 Prepare Units and Individuals at Mobilization Station (MS) or CONUS Replacement Center (CRC) for Deployment. To determine the operational readiness of a unit at MS, validate the unit for deployment, and to take necessary action to correct shortages and deficiencies in training, manning levels, and equipment. The function includes marshaling RC units (RCU) and preparing vehicles and equipment (weighing, marking, tiedown, inspection, etc.) for deployment. It includes processing non-unit personnel for overseas movement. (JP 4-0, 4-05) (N/A) M3 Percent Of RCU, retirees, and IRR fillers, processed within planned timelines. M4 Percent Of health services, provided within planned timelines. M5 Percent Of legal services, provided within planned timelines. M6 Percent Of financial services, provided within planned timelines.	Manage Mobilization Activities	F334.01
SN 6.5.1 Receive and Provide Base and Operations Support for Units and Individuals. To in/out process Reserve component unit (RCU), retirees, and individual ready reserve (IRR) fillers and to provide base operations support, PAR/POM processing, ammunition, reports, coordination/ control for deployment, and other	Manage Mobilization Activities	F334.01

support (e.g., administrative, legal, health services, chaplain, finance). (JP 4-0, 4-05) (JP 4-05) M1 Percent Of units, fully ready and validated for deployment. M3 Percent Of units, not validated because of personnel shortages. M4 Percent Of units, not validated because of training deficiencies. M5 Percent Of units require operational readiness training in order to meet minimum readiness for deployment criteria. M6 Percent Of units with training shortfalls, trained in time to meet deployment timelines. M7 Percent Of individuals fully ready and validated for deployment.		
SN 6.5.2 Evaluate RC Units for Deployment. To evaluate all deploying RC units in the areas of personnel, logistics, and training. This task provides a last-minute check to determine the unit's capability to perform its assigned mission when deployed. (JP 4-05) (CJCSI 3401.02) M1 Percent Of units require reallocation or reassignment of personnel to meet minimum readiness for deployment criteria. M3 Percent Of units not validated for training shortfalls.	Manage Mobilization Activities	F334.01
SN 6.5.3 Cross-Level and Redistribute Personnel and Equipment. To reallocate or reassign personnel, or effect transfer in control, utilization, or location of materiel at an installation to meet minimum readiness validation criteria for deploying units. (JP 4-05) (JP 4-05)	Manage Mobilization Activities	F334.01

M1 Percent Of units, with personnel shortfalls, cross-leveled to meet deployment timelines. M3 Days Units remain in a deficiency status awaiting personnel or equipment. M4 Percent Of units deploy with excess personnel or equipment. M5 Percent Of units, not validated because of manning shortages. M7 Percent Of units, not validated because of personnel shortages. M8 Percent Of units, not validated because of training deficiencies.		
SN 6.5.4 Train Units and Individuals to Minimum Operationally Ready/POR Status. To plan and conduct operational readiness training at MS to have all units and personnel ready to deploy. (JP 4-0, 4-05) (JP 3-0) Note: For training, see SN 7.4, Educate and Train the Force. M1 Percent Of units require operational readiness training to meet minimum readiness for deployment criteria. M2 Percent Of units, with training shortfalls, trained in time to meet deployment timelines. M3 Percent Of units, fully ready and validated for deployment. M4 Percent Of units, not validated because of training deficiencies. M5 Percent Of individuals requiring operational readiness training to meet minimum readiness for deployment criteria.	Manage Mobilization Activities	F334.01
SN 7.4 Educate and Train the Force.	Manage Military Education Programs	F21.01*

To prepare individuals, leaders, and units to fight and win in war as Service, joint, special, and supporting forces, in coordination with multinational, interagency, non-governmental, private voluntary and United Nations agencies/forces/organizations, and to do the same in military operations other than war. This task applies to providing fully educated and trained personnel and units to combatant commands in either a mobilization or non-mobilization operation. This task also applies to training provided through nation assistance to a host-nation in war or military operations other than war. For the host-nation this task can serve as the model for evaluating and developing its education and training requirements. (JP 0-2, 3-0, 3-07, 3-08v2, CJCSI 1800.01, CJCSI 3500.02A) (JP 0-2, 1, 1-05, 3-05, 3-07.1, 3-61, 4-0, 4-01.1, 4-01.2, 4-02.1, CJCSI 3213.01A, CJCSI 3500.02A) M10 Percent Of linguists, needed to train host-nation personnel during MOOTW, are available. M11 Percent Of officers assigned to joint billets that have JPME appropriate to their experience and level of responsibility. M14 Percent Of training data current at execution.		
SN 8.2.3 Support Evacuation of Noncombatants from Theaters. To provide for the use of military and civil, including HNS, resources for the evacuation of US dependents and US Government civilian employees and private citizens (US and third nation). Noncombatant evacuation includes providing various support (e.g., health services, transportation, security) to the noncombatants. (JP 3-0, 3-07, 3-07.5, 3-08v2, 3-11, 5-03.1) (JP 1-05, 3-10, 4-01.1, CJCSM 3122.03) M1 Percent Of noncombatant injured or ill evacuees evacuated by medical system.	Manage Noncombatant Evacuation Program	F334.05*

M5 Percent Of NEOs have a fully operational JTF.		
M6 Percent Of American citizens and designated foreign nationals authorized and requesting evacuation safely.		
M16 Y/N During execution, NEO passengers arrive at their POE NLT their ALD or according to the supported CINC's time line.		
M17 Percent Of noncombatants using health support system, including veterinary support.		
M18 Percent During execution, NEO passengers arrive at their POD NLT their LAD or according to the supported CINC's time line.		
8.5.1.1 STRATEGIC THEATER TASKS		
ST 4.2 Coordinate Support for Forces in Theater. To coordinate the provision of trained and organizationally sound units and replacements and to provide necessary personnel administration, supply, field, and health services to support theater strategy, campaigns, and routine COMMZ support. (N/A) (JP 1-05, 3-08v1, 4-0, 4-01, 4-01.3, 4-02, 5-03.1) Note: See ST 4.4 Develop and Maintain Sustainment Bases, for providing essential facilities to house, sustain, and support normal or contingency operations from a garrison, base, or bare base site. M4 Percent Of support forces, trained and equipped for salvage and battle damage repair. M7 Percent Of personnel have viable rotation policy. M8 Percent Of personnel support can be contracted. M9 Shortfalls Identified for personnel. M10 Constraints Identified for personnel. M13 Percent Of forces supplied by theater commander,	Track Personnel in Support of Specified Operations	F334.04

rated C1 for readiness and no forces supplied by theater commander, below C2.		
M14 Percent Of major units remain untrained in at least one of their METL tasks.		
M15 Percent Manning level for deployed units during operation.		
M16 Percent Of individual personnel augmentation requirements, validated by appropriate CINC approval authority.		
M19 Personnel Per assigned legal officer in theater.		
ST 4.2.1 Integrate Supply and Services. To provide field service and supply in support of Service personnel (includes food, water, personal welfare, comfort items, clothing and individual equipment, laundry, bath, renovation, and mortuary affairs). Also, to provide personnel service support and accountability (includes administration (includes education, development, promotion, assignment, retention), finance, legal services and personnel support activities, to include morale and welfare activities in the theater (for example, rest and relaxation)) in preparing theater forces for joint operations and theater level campaigns and routine COMMZ support and for the sustainment of the tempo of operations once begun. (JP 4-0, 4-06) (JP 1-05, 3-05.3, 4-0, 4-02) M8 Days Delay in search, recovery, identification, care, and evacuation or disposition of deceased personnel because of lack of graves registration system units. M9 Personnel Per assigned chaplain in theater. M10 Personnel Per assigned legal officer in theater. M11 Personnel Per assigned MWR person in theater.	Provide Mortuary Support Provide MWR Programs	F41.04 F52.02**
ST 8.4.3 Coordinate Evacuation and Repatriation of	Manage Noncombatant Evacuation Program	F334.05*

Noncombatants from Theater. To use all available means, including commercial, theater military, host nation, and third-country resources to evacuate US dependents, US Government civilian employees, and private citizens (US and third-country) from the theater and support the repatriation of appropriate personnel to the US. Such operations are conducted in support of the Department of State. Theater organizations at various echelons provide support (for example, medical, transportation, and security) to noncombatants. (JP 3-0, 3-07, 3-07.5) (JP 3-07, 3-08v2, 3-10, 3-57, CJCSI 3110.14, CJCSM 3122.03) M4 Percent Of US citizens and designated foreign nationals accounted for by name during evacuation. M5 Percent Of US citizens and designated foreign nationals accounted for. M6 Percent Of US citizens and designated foreign nationals evacuated. M7 Percent Of US citizens desiring, evacuated. M8 Percent Of evacuees available and desiring evacuation, moved (IAW OPLAN timelines).		
OPERATIONAL TASKS		
OP 4.4 Coordinate Support for Forces in the Joint Operations Area (JOA). To coordinate the providing of trained personnel, units, and replacements to joint forces in the JOA. This task also includes providing personnel and health services support for campaigns, major operations, joint task force organizations, and routine COMMZ support. (JP 3-0, 4-0, 4-02.1) (JP 3-07.1, 3-08v1, 4-0, 4-02, CJCSM 3500.05) M1 Percent Of personnel replacement requirements not met.	Track Personnel in Support of Specified Operations	F334.04

M2 Percent Of personnel support can be contracted. M3 Percent Of replacements adequately trained to perform assigned duties. M4 Percent Of units whose actual manning meets or exceeds authorized levels.		
OP 4.4.1.2 Coordinate Mortuary Affairs in the Joint Operations Area (JOA). Coordinate procedures for the search, recovery, evacuation, identification processing, and temporary burial of remains in the JOA. This task addresses decontamination procedures for processing contaminated remains; processing personal effects of deceased, captured, missing, and medically evacuated personnel; and managing technical services and supplies incident to temporary burial of the remains. This task is normally accomplished through theater mortuary collection points to the joint mortuary affairs office (JMAO). (JP 4-0, 4-06) (JP 0-2, 1-05, 3-07.3, 3-07.5, 4-0, 4-01.7, CJCSM 3122.03, CJCSM 3500.05, MOP 16) M8 Percent Of remains correctly identified. M9 Percent Of remains re-identified after disposition. M12 Days To identify remains at unit level. M13 Days To identify remains of recently deceased, unidentified personnel at theater mortuary evacuation point (TMEP). M19 Months To recover remains from temporary interment sites in JOA and evacuate to CONUS (after end of operations in theater). M20 Days To search for, recover, identify, care for, and evacuate or inter deceased personnel (without graves registration units).	Provide Mortuary Support	F41.04
OP 4.4.2 Provide for Personnel Services.	Maintain Payroll Disbursement History	F62.04

To provide personnel service support (including administration, finance, chaplain, and individual support) to prepare operational forces for campaigns, major operations, routine COMMZ support, accountability of deployed forces, and the sustainment of the tempo of operations. This task includes providing for rest and relaxation (R&R) facilities. (JP 1-05, 4-01.2, 5-00.2, CJCSM 3122.03) (JP 1-05, 2-0, 3-05.3, CJCSI 3141.01, CJCSM 3500.05)	Support Family Care Responsibilities Perform Strength Planning	F51.01* F32.01*
M3 Percent Of military personnel receiving pay on-schedule.		
M4 Percent Of military personnel with access to MWR/USO facilities.		
M8 Days To obtain replacement personnel and assign to unit (contingency planning).		
M10 Days To obtain replacement personnel and assign to unit (deliberate planning).		
M11 Days To deploy financial personnel to AOR.		
M12 Percent Of finance support provided to the deployed commander.		
M13 Percent Of financial customer service provided to deployed personnel.		
M14 Percent Of dependents receiving family support group network service.		
JOINT/INTEROPERABILITY TACTICAL TASKS		
TA 4.3 Man the Force. AFT 6.1.1.15 Maintain and Enhance a Quality Force ART 4.6.1 Man the Force NTA 4.4.1.1 Provide Personnel Readiness Management	Support Unit Readiness Program	F615.01

CRD Operational Element: Acquisition and Finance

Characterization (Information Exchange Requirements):

c.   Provide interoperable access between Joint and Service Component personnel automated systems and finance (pay) databases.

CRD TASKS AND DESCRIPTIONS	HOW DIMHRS SUPPORTS TASK	ORD REFERENCE (ORD Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes)
STRATEGIC NATIONAL TASKS		
SN 4.7 Acquire, Manage, and Distribute Funds. To perform the resource management function of estimating costs for specific operations and tracking and reporting actual costs to support requests to the US Congress for appropriation of funds for specific operations. It also includes identifying and managing funds that can be made available to theater and operational levels to pay for immediate expenses. Resource management includes planning, programming, and budgeting (PPBS) support, budget analysis, management services, and force management support. Finance and accounting functions include overall capturing of the costs of operations via standard accounting systems and other means and the management of the operating systems that pay personnel and providers (contractors, host-nation, suppliers, etc. (JP 4-01.7, 4-03, 4-05, CJCSI 7401.01) (JP 0-2, 3-07.4, 4-0, 4-02.1, CJCSI 5261.01, CJCSI 6211.03)	Maintain Payroll Disbursement History Support Budget Planning Maintain Information on Pay Entitlements Based on Geographic Areas Determine Authorization for Foreign Duty Pay	F62.04 F32.08 F62.01 F6111.11

M3	Number of data points to assemble all pertinent financial management issues for the operation.		

DIMHRS (Pers/Pay) Crosswalk to the Information Dissemination Management CRD

SOURCE	CRD Para	REQUIREMENT	ORD Page	ORD Para	ORD Line	YES, NO, N/A	Comment (If Applicable)
		GENERAL					
IDM/GIG Reference		Does the IDM CRD appear in the Related Documents section?	A-2			Yes	
Operational Concept	I.E.3	If the OV-1 depicts information exchange relationships are the producer, user, and command node functions identifiable?				N/A	
		Does the operational concept include external information exchange?	1-8	1.5	2	Yes	
Guiding Principles	I.F.4	Will IDM applications reside on current or proposed DII COE compliant and GIG-enabled systems and not require a stand-alone system?	4-9	4.3.7		Yes	
		Do all IDM applications (COTS or GOTS) adhere to DoD Chief Information Officer (CIO) prescribed National Security System (NSS) standards?	2-1	2		Yes	

THREAT							
Threat to be Countered	II.A. 2	If information exchange is fundamental to the ORD/CRD, does chapter 2 mention Information Operations, Computer Network Attack, Computer Network Exploitation, Electronic Warfare, and Electromagnetic Pulse?	4-14	4.6.3		Yes	The DIMHRS (Pers/Pay) ORD addresses EMP and EW in Section 4.6. Computer Network Defense will also be addressed in the next version of the ORD. Section 2 references the NAIC AIS Threat Environment Description.
SHORTCOMINGS							
Shortcomings	III.B	Does the CRD/ORD describe shortcomings or absence of existing capabilities and systems needed to fulfill the needs of the IT mission area described in Chapter I? Are IDM shortcomings addressed such as: limited awareness of needed information, limited means to easily access stored information, limited means to prioritize information and establish profiles, lack of a common data standard?	3-1	3		Yes	

INTEROPERABILTY							
Interoperabili ty	VI.B .2	Is it specified that 100% of critical IERs will be satisfied to the threshold level (Threshold, KPP)?	4-5	4.1.8		Yes	
		Is it specified that 100% of IERs will be satisfied to the objective level of the attributes (Objective, KPP)?	4-5	4.1.8		Yes	
		Is it specified that all data be tagged IAW the current JTA standard for tagged data items (XML). COE Level 6 (Threshold, KPP) / Level 8 (Objective, KPP)?	4-9	4.3.7		Yes	Requirement is stated in the ORD to meet the DII COE threshold and objective values.

App B	Survival Information =				N/A	
	If in your operational concept you describe the delivery of "Survival Type" information an IER describing that exchange should be in your IER matrix					
	Transport ORDs (radio to radio, push to talk					
	receive delay, update rate) of "Survival Type"					
	information will include this KPP					

COMPLIANCE WITH < n SEC DELIVERY OF SURVIVAL INFO KPP

ORD writers are not required to:
1. Change internal IERs (when sending/receiving nodes are self-contained within a system)
2. Change IERs when external IER timeliness requirements have been verified as being interoperable (timeliness attributes for an IER between two different systems match)

* If in your operational concept you describe the delivery of "Survival Type" information an IER describing that exchange should be in your IER matrix
* Transport ORDs (radio to radio, push to talk receive delay, update rate) of "Survival Type" information

EVENT	SENDING NODE	RECEIVING NODE	CRITICAL	FORMAT	TIME
Weapon Location and status	JSF Weapon	JSF	YES	DATA VIDEO.	< 1SEC
Update weapon with target info	GPS	JSF	YES	DATA	< 1SEC

3. Add any additional IERs*

UJTL	Event	Info	Sending Node	Receiving Node	Critical	Format	Timeliness	Optional
Service Controlled	Service Controlled	Service Controlled	Service Controlled	Service Controlled	Y	Service Controlled	$\leq$ n sec	Service Controlled

Examples

Deliver Disseminate Send Receipt of	Threat Engagement Attack	Info

Defined in 6212 as "Starts at the occurrence of the Event and stops at the time it is available to the user (leaves B to F)

	VI.B.2	IER Matrix - The information exchanges depicted in the OV-1 should correlate to the IER matrix. The sending and receiving nodes of the IER matrix equate to the information users and producers in the OV-1. Information exchanges described in the operational concept should also correlate to the IER matrix. If the system is joint then exchanges should include multiple services in either the send/receive nodes. If concept includes exchanges with Allies and Coalition, then these should also be annotated in the IER matrix.	G-3&4			Yes	
		Is it specified that all IDM COTS and GOTS products will: Comply with commercial standards as outlined in the JTA (Threshold)? Support interoperability with existing allies and designated potential coalition partners, non-DOD agencies, and other organizations, who could conduct operations in conjunction with or in support of DoD and the Intelligence Community (Objective)? Be interoperable with all major joint C2, C4, intelligence, logistics and personnel functional platforms (Threshold), and with current and future joint Network Management (to include JNMS) and Information Assurance capabilities (Objective)?	4-9	4.3.7		Yes	
			4-1	4		Yes	
			4-2 4-8	4 4.3		Yes	Via GCSS.

INFORMATION AWARENESS							
Source Cataloging	IV.B .3b	Is there a requirement specified to provide the capability to automatically build catalogs of information products and product updates based on available information products and users' profile requests (objective)?				No	
Information Advertise-ments	IV.B .3c	Will producers of information be able to post the descriptions of their information products rapidly and send advertisements to interested users (Objective)?	1-5	1.3		Yes	
Quality of Advertise-ments	IV.B .3d	Will information producers be able to describe their information products accurately using established search words and level of description 90% of the time (Threshold)?	1-5	1.3		Yes	
Information Flow Awareness/ Control	IV.B .3e	Will a capability be provided to make commanders aware of the information flowing within their AOR to facilitate adjustments and meet operational mission requirements (Threshold)?				N/A	
		Will a capability be provided for monitoring and tracking information flows to identify trends, and for forecasting volume, content and Quality of Service consistent with mission requirements (Objective)?				N/A	
		Will a capability be provided to predict the results of informational control policies to optimize available resources consistent with mission priorities (Objective)?				N/A	

INFORMATION ACCESS							
Allied Access	IV.B .4b	Will US/allied (Threshold)/coalition (Objective) accessibility to information be provided, in accordance with commander's policy and DOD and Intelligence Community security regulations?	4-8	4.3.3		Yes	GCSS
Controlled Access	IV.B .4c	Will commanders be able to inject a dissemination policy that constrains browsing by subordinate commands based on variables such as file size, type, source, resource, classification, or location (Threshold)?	4-8	4.3.3		Yes	
Product Descriptions	IV.B .4d	Are information products required to be labeled using standardized metadata (including classification) (Threshold)?	4-9	4.3.7		Yes	
Profile Management	IV.B .4e	Is the building of user information profiles supported that are based on collaboration of information requests from users (through their profile requests), the commander's IM policy, and on information producers applying appropriate rule sets (e.g. security) (Threshold)?				N/A	The ability to build, maintain, and manage user information profiles will be explored with the JPMO to determine if the system will be able to support this functionality.
		Will user information profiles be transferable and reusable (Threshold)?				N/A	
		Will there be an automatic recognition capability of a change in Commander's Dissemination Policy (CDP) during profile creation that will alert users to the change and adjust/modify the user's profile to conform to the CDP (Threshold)?				N/A	

		Will there be a profile management capability that will associate past profiles with associated missions and/or operational environments to provide baseline profiles for similar future missions and/or operational environments (Objective)?				N/A
Information Access	IV.B .4f	Will there be a capability to ensure that all services operate in compliance with information access controls (Threshold)?	4-8	4.3.3		Yes
Dynamic Profiling	IV.B .4g	Will there be a capability for profiles to be automatically changed by certain event criteria such as time (Threshold) or location or tactical situations (Objective)?	4-8	4.3.3		Yes
INFORMATION DELIVERY						
Survival Push	IV.B .5b	Will the delivery of survival information in n seconds (TBD) or less 95% of the time (Threshold, KPP) and within n seconds (TBD) 95% of the time (Objective) be supported?				N/A
Information Precedence	IV.B .5c	Will the means to assign precedence to packets of information that will govern their order of dissemination be provided (Threshold)?	4-3, 4	4.1.2		Yes

Policy Management	IV.B.5d	Will commanders and those delegated information flow authority within their organization have the means to inject and dynamically adjust their information dissemination policies (Threshold)?				N/A	
Information Integrity	IV.B.5e	Will the integrity of delivered information be maintained 99.99% of the time (Threshold, KPP) and 99.999% (Objective)?				Yes	The ORD will have a requirement for the system to operate using a network that supports this Objective
Profile Driven Information	IV.B.5f	Will the information user have the capability to identify information requirements (Threshold).	4-4	4.1.5		Yes	
		Once a user's information profile is posted, will information producers be able to automatically disseminate a minimum of 95% of needed information, with no more than 15% of the total received being irrelevant/unusable (waste) (Threshold); and be able to automatically disseminate a minimum of 99% of needed information, with no more than 10% of the total received being irrelevant/unusable (waste) (Objective)?				N/A	Relevance & Usability of the information received is dependent on an input to the system (query) and is not a measurable or designable system performance capability.
Search Driven	IV.B.5g	Will users be able to acquire needed information by search queries (Threshold)?	4-4	4.1.5		Yes	

Information		Will successful searches yield 85% of available needed information, with no more than 20% of the received being irrelevant/unusable (waste) or failed searches (Threshold, KPP)?				N/A	Relevance & Usability of the information received is dependent on an input to the system (query) and is not a measurable or designable system performance capability.
		Will successful searches yield 95% of available needed information, with no more than 10% of the total received being irrelevant/unusable (waste) or failed searches (Objective)?				N/A	
Resource Monitor	IV.B .5h	Will there be a means to distribute system status information to IDM administrators (Threshold)?				Yes	
Delivery Planner	IV.B .5i	Will there be a means to calculate required capacity in response to changes in user profiles, policies, and advertisements (Threshold)?				N/A	
Broadcast	IV.B .5j	Where applicable, will IDM be used to maximize the use of standardized multicast technology (Threshold)?				N/A	
Filtering of Multiple Sources	IV.B .5k	Will a means be provided to filter out superfluous information to the level of fidelity as determined by the local commander (Threshold)?				N/A	
Negotiation Services	IV.B .5l	Will there be a means to negotiate and coordinate the setup of end-to-end QoS across multiple dissimilar networks (Objective)?				N/A	
Precedence	IV.B .5m	Will there be a means to support the prioritization of information flows within a theater (Threshold) and on a global level (Objective), based on a standardized prioritization schema?	4-3, 4	4.1.2		Yes	

Responsive-ness	IV.B .5n	Will current responsiveness in accessing, receiving, and delivering information be enhanced (Threshold)?	4-4	4.1.5		Yes	
Delivery Notification	IV.B .5o	Will delivery notification for information products be provided including a detailed summary of the product contents (Threshold)?	4-4 4-10	4.1.5 4.3.1 3		Yes	Information is provided as the result of a query. No summarization is provided beyond the data specified.
		Is the alerting of recipients of survival information by audio and visual alarms supported (Threshold)?				N/A	
		Will recipients of planning information be notified based on user preference (Threshold)?				N/A	
Geographic Areas	IV.B .5p	Will producers be able to deliver survival information to a specific geographic area and to the users who are within that area (Threshold)?				N/A	
IDM SUPPORT SERVICES							
Quality of Service	IV.B .6b	Will the GIG communications/information distribution infrastructure improve required information transfer or dissemination so it is done in a more timely and accurate manner (Threshold)?	1-4	1.3		Yes	
Technology Insertion Capability	IV.B .6c	Will technology insertion be facilitated to enable capacity growth capabilities to interoperate with newly developed, yet unforeseen, JTA approved communications/ intelligence systems (Threshold)?	1-4,5 5-2	1.3 5.3.1		Yes	
Intelligent Agent	IV.B .6d	Are intelligent agents provided that can perform information advertisement, search, parsing, and dissemination functions (Objective)?				N/A	

Security Services	IV.B.6e	Will there be a means of operating within different security domains (Threshold) and across any security domains (Objective) operating within appropriate security measures?			Yes	DIMHRS (Pers/Pay) will be the Personnel component of GCCS.
Notifier Interface	IV.B.6g	Will there be a shared, unified notification architecture and advanced processing and presentation of information notification (Objective)?			N/A	
Prioritization Services	IV.B.6h	Will there be a means to assign prioritization to information transfers (Threshold)?	4-3,4	4.1.2	Yes	
Information Storage	IV.B.6i	Will each item of stored data have a single, discrete source references and will future updates of data, while being stored in other locations, be able to refer back to the designated single source (Threshold)?	4-9	4.3.2	Yes	
CDR's Dissemination Policy Generation	IV.B.6j	Will there be a means to assist commanders in rapidly building effective and intuitive information dissemination policies and to automate readjustment of subordinate commands' dissemination policies with appropriate alerts to those commands that policy has changed (Threshold)?			N/A	
Force Structure	IV.B.6k	Will every effort be made when utilizing IDM to minimize increased manning requirements that support IDM acquisition, training, and operations through use of existing billets and consolidation of similar billets where possible (Threshold)?	5-5	5.5.1	Yes	

Appendix E.   Glossary

Appendix E Glossary

Part I: Abbreviations and Acronyms

ACRONYM	LONG NAME
ACAT IA	Acquisition Category IA
ADARS	Automated Drill Attendance Report System
ADM	Acquisition Decision Memorandum
AFPC	Air Force Personnel Center
AIS	Automated Information System
ANG	Air National Guard
ANGRC	Air National Guard Readiness Center
APB	Acquisition Program Baseline
APC	Army Personnel Command
ARMS	Automated Records Management System (Air Force)
ARMS	Automated Recruit Management System (Marine Corps)
ARNG	Army National Guard
ASD(C3I)	Assistant Secretary of Defense (Command, Control, Communications & Intelligence)
ASU	Administrative Support Unit
ATG	Afloat Training Group
BFM	Baseline Functional Matrix
BLAS	Battalion Level Application Software
BLPS	Base Level Personnel System
BPR	Business Process Reengineering
C2	Command & Control
C4I	Command, Control, Communications, Computers, & Intelligence
C4ISP	C4I Support Plan
C4ISR	C4I Surveillance & Reconnaissance
CAIV	Cost As an Independent Variable
CB	Construction Battalion
CCB	Configuration Control Board
CCE	Computer, Communications, and Electronics
CDA	Central Design Activity
CHB	Cargo Handling Battalion
CINC	Commander-In-Chief
CINCLANTFLT	Commander-In-Chief, Atlantic Fleet
CINCPACFLT	Commander-In-Chief, Pacific Fleet
CINCUSNAVEUR	Commander-In-Chief, US Naval Forces, Europe
CJCSI	Chairman of the Joint Chiefs of Staff Instruction
CLAS	Center Level Application Software
CMM	Capabilities Maturity Model
CND	Computer Network Defense
CNDS	Computer Network Defense service
CNET	Chief of Naval Education and Training

ACRONYM	LONG NAME
COE	Common Operating Environment
COMNAVRESFOR	Commander, Naval Reserve Force
CONUS	Continental United States
COTS	Commercial-Off-The-Shelf
CRD	Capstone Requirements Document
CSD	Customer Service Desk
CSS	Command Support Staff
DCD	DFAS Corporate Database
DCPDS	Defense Civilian Personnel Data System
DCPS	Defense Civilian Pay System
DDDS	Defense Data Dictionary System
DDS	Deployable Disbursing System
DFAS	Defense Finance and Accounting Service
DGSA	DoD Goal Security Architecture
DII	Defense Information Infrastructure
DIMHRS	Defense Integrated Military Human Resources System
DIMHRS (Pers/Pay)	DIMHRS (Personnel and Pay)
DISA	Defense Information Systems Agency
DISN	Defense Information System Network
DJMS-AC	Defense Joint Military Pay System – Active Component
DJMS-RC	Defense Joint Military Pay System – Reserve Component
DMC	Defense Megacenter
DMDC	Defense Manpower Data Center
DMO	Defense MilPay Office
DMPO	Defense Military Pay Office
DMRS	Diary Message Reporting System
DoD	Department of Defense
DRAS	Defense Retired Annuitant Pay System
DRC	Direct Reporting Command
DSB	Defense Science Board
DSBTF	Defense Science Board Task Force
DVA	Department of Veterans Affairs
E/MSS	Employee/Member Self Service
E3	Electromagnetic Environmental Effects
EARS	Evaluation and Analysis Reporting Support
EMC	Electromagnetic Compatibility
EMCON	Emission Control
EMI	Electromagnetic Interference
EODMU	Explosive Ordnance Disposal Maintenance Unit
FB	Finance Battalion
FC	Finance Command
FD	Finance Detachment
FG	Finance Group

ACRONYM	LONG NAME
FIPS	Federal Information Processing Standards
FOC	Full Operating Capability
FOUO	For Official Use Only
FP&A	Functions, Processes, and Activities
FSO	Financial Service Office
FTC	Fleet Training Center
FYDP	Future Years Defense Plan
GCCS	Global Command and Control System
GCCS-M	GCCS - Maritime
GCSS	Global Combat Support System
GCSS FoS	Global Combat Support System Family of Systems
GIG	Global Information Grid
GOTS	Government Off-The-Shelf
GTN	Global Transportation Network
GUI	Graphical User Interface
HAF-PDS	Headquarters Air Force Personnel Data System
HEMP	High-altitude Electromagnetic Pulse
HHS	Health and Human Services
HR	Human Resource
HSI	Human Systems Integration
I&RTS	Integration and Runtime Specification
IDA	Institute for Defense Analysis
IEEE	Institute of Electrical & Electronic Engineers
IER	Information Exchange Requirement
ILSP	Integrated Logistics Support Plan
IM/BPR	Information Management/Business Process Reengineering
IMA	Individual Mobilization Augmentee
IMAPMIS	Inactive Manpower and Personnel Management Information System
INFOSEC	Information Security
IOC	Initial Operating Capability
IRR	Individual Ready Reserve
IT	Information Technology
J1	Joint Staff – Directorate for Manpower and Personnel
JDC-II	JUMPS Data Collection System II
JDC-III	JUMPS Data Collection System III
JIG	Joint Integration Group
JMCIS	Joint Maritime Command Information System
JOA	Joint Operational Architecture
JPAV	Joint Personnel Asset Visibility
JPD	Joint Potential Designator
JPMO	Joint Program Management Office
JR&IO	Joint Requirements and Integration Office
JROC	Joint Requirements Oversight Council

ACRONYM	LONG NAME
J-STD	Joint-Standard
JTA	Joint Technical Architecture
JTAV	Joint Total Asset Visibility
JTLA	JUMPS Temporary Lodging Allowance System
JUMPS	Joint Uniform Military Pay System
JUSTIS	JUMPS Standard Terminal Input System
KPA	Key Practice Areas
KPP	Key Performance Parameter
MACOM	Major Army Command
MAJCOM	Major Command (Air Force)
MCMTOMF	Mean Corrective Maintenance Time for Operational Mission Failures
MCTFS	Marine Corps Total Force System
MDA	Milestone Decision Authority
MILMOD	Air Force Personnel Data System Military Modernization Project
MISSA	Manpower Information System Support Activity
MISSO	Manpower Information System Support Office
MIUWU	Mobile Inshore Undersea Warfare Unit
MLAS	Mobilization Level Application Software
MNS	Mission Need Statement
MOPP	Mission-Oriented Protective Posture
MPF	Military Personnel Flight
MPT	Manpower, Personnel & Training
MS I	Milestone I
MS II	Milestone II
MSCLAS	Major Subordinate Command Level Application Software
MTBOMF	Mean Time Between Operational Mission Failures
MUSARC	Major US Army Reserve Command
NAIC	National Air Intelligence Center
NARA	National Archives and Records Administration
NAVPERSCOM	Navy Personnel Command
NAVRESPERSCEN	Naval Reserve Personnel Center
NBCCS	Nuclear, Biological, and Chemical Contamination Survivability
NDI	Non-Developmental Item
NES	Navy Enlisted System
NICA	National Intelligence Community Assessment
NIMA	National Imagery and Mapping Agency
NIST	National Institute of Standards & Technology
NRA	Naval Reserve Activity
NRDP	Naval Reserve Drill Pay System
NRF	Naval Reserve Force
NROTC	Naval Reserve Officer Training Corps
NRPDC	Naval Reserve Professional Development Center
NSHS	Naval School of Health Sciences

ACRONYM	LONG NAME
NSIPS	Navy Standard Integrated Personnel System
NTTC	Naval Technical Training Center
OCONUS	Outside Continental United States
OLDS	On Line Diary System
OMB	Office of Management & Budget
OMF	Operational Mission Failure
OPINS II	Officer Personnel Information System II
OPLOC	Operating Locations
ORD	Operational Requirements Document
OSD	Office of the Secretary of Defense
PAC	Personnel Administration Center
PC	Personal Computer
PC-III	Personnel Concept III
PDS	Personnel Data System
PEO (IT)	Program Executive Office (Information and Technology)
PKI	Public Key Infrastructure
PSA	Personnel Support Activity
PSA	Principal Staff Assistant
PSD	Personnel Support Detachment
RDBMS	Relational Database Management System
RHS	Reserve Headquarters System
RLAS	Regional Level Application Software
RSTARS (MP)	Reserve Standard Training, Administration and Readiness Support (Manpower and Personnel)
RTC	Recruit Training Center
SDS	Source Data System
SEI	Software Engineering Institute
SEO (MP)	System Executive Office (Manpower and Personnel)
SFMOC	Senior Financial Management Oversight Council
SIDPERS-3	Standard Installation/Division Personnel System 3
SIDPERS-ARNG	Standard Installation/Division Personnel System – Army National Guard
SIDPERS-USAR	Standard Installation/Division Personnel System – US Army Reserve
SME	Subject Matter Expert
SU	Sensitive Unclassified
TAPDB-R	Total Army Personnel Database – Reserve
TAV	Total Asset Visibility
TBD	To-Be-Determined
TMIP	Theater Medical Information Program
TPS	Tactical Personnel System (Army)
TPS	Training Planning System (Air Force)
TPU	Troop Program Units
TRANSPROC	Transition Processing

ACRONYM	LONG NAME
U.S.	United States
UD/MIPS	Unit Diary/Marine Integrated Personnel System
UMIDS	Uniform Microcomputer Disbursing System
USA	United States Army
USAF	United States Air Force
USAR	United States Army Reserve
USCG	United States Coast Guard
USD (COMPTROLLER)	Under Secretary of Defense (Comptroller)
USD(A&T)	Under Secretary of Defense (Acquisition and Technology)
USD(P&R)	Under Secretary of Defense (Personnel and Readiness)
USMC	United States Marine Corps
USN	United States Navy
USPFO	United States Property and Fiscal Office
USTRANSCOM	United States Transportation Command
VA	Veteran's Administration

Part II: Terms and Definitions

Hybrid GUI: Graphical User Interface (GUI) that is composed of toolkit components from more than one user interface style.

Local Field Data: Data necessary to collect and maintain at the unit commander level.

Logistics Delay Time: Logistics delay time is defined as the time between official notification to the vendor that a part or parts are required, and the delivery of the part(s) to the DoD directed distribution point.

Mean Corrective Maintenance Time for Operational Mission Failures (MCMTOMF): MCMTOMF is the average corrective maintenance time to repair operational mission failures. Corrective maintenance time is the total time spent performing corrective maintenance or software restoration, on a server, to restore the system to mission capable status after an operational mission failure has occurred. This MCMTOMF includes the time for diagnostics and repair, but does not include off-site logistics delay time.

Mean Time Between Operational Mission Failures (MTBOMF): MTBOMF is measured from a system startup (initial or following a failure) and is defined as the time from startup to the most recent failure divided by the number of failures in the measurement period.

Operational Mission Failure (OMF): OMF are all unscheduled failures that impair performance of mission essential functions. Specifically, failures that prevent:

- more than 25 percent of the workstations at a site from performing mission essential functions for a period of more than one hour;

- databases from being queried or updated for a period of more than one hour;

- calculation of values by the system for a period of more than one hour;

- the system from preparing data for transmission or receiving data for a period of more than one hour.

OMF does not include scheduled backup time, scheduled maintenance time, or time lost due to the failure of shared infrastructures not under the cognizance of the DIMHRS (Pers/Pay) Program.

Queries:

Complex Query: Structured using the query tool in the selected HRMS product; can be pre-defined or ad hoc; requires calculation or summation of values/quantities; requires more than 10 complex table joins (e.g., multi-part key); contains more than 10 selection criteria.

Simple Query: Executed by end-user accessing record(s) in the on-line dialog/search box(es); requires no calculation of values; requires 10 or less standard table joins; contains 10 or less criteria.

Systems Accuracy: Accuracy equals {total number of transactions less application errors} divided by the total number of transactions times 100. An edit failure (vice users input error) in transmitted data that is not detected automatically and requires field level manual intervention to correct (e.g., are not corrected by an automatic procedure such as re-transmissions) will be an error.

System Availability: System availability is Up Time divided by Total Time. Up Time is defined as the time when the system is considered to be ready for use (e.g., when the system is operating, in standby, or turned off but available for use). Total time is 24 hours per day for the period being analyzed.

System Maintainability: Maintainability is the ability to restore DIMHRS (Pers/Pay) to an operational status after an operational mission failure has occurred. Maintainability is measured by the Mean Corrective Maintenance Time for Operational Mission Failures (MCMTOMF).

System Reliability: Reliability is equivalent to Mean Time Between Operational Mission Failures (MTBOMF).

Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes

Appendix F. DIMHRS (Pers/Pay) Military Personnel and Pay Functional Processes

F.1 DIMHRS (Pers/Pay) Core Functionality[1]

The following are the unclassified military personnel and pay processes identified for functional decomposition and development to provide the core functionality of DIMHRS (Pers/Pay). Functionality not included on this list that is required to shut down a targeted legacy system will be treated as Service-specific and incorporated as necessary.

- F11.01   Administer Enlisted Accession Incentives
- F11.02   Process Non-Prior Service (NPS) Enlisted Accessions
- F11.03   Process Prior Service (PS) Enlisted Accessions
- F12.01   Administer Officer Accession Incentives
- F12.02   Process Non-Prior Service (NPS) Officer Accessions
- F12.03   Process Prior Service (PS) Officer Accessions
- F21.04   Manage Enlisted Commissioning Programs
- F31.01   Maintain Unit Information
- F31.04   Manage Members on Statutory Tours
- F32.04   Maintain Basic Qualification Criteria for Entry into a Career Field
- F32.07   Manage Mandays
- F32.08   Support Budget Planning
- F331.02   Perform Initial Reclassification of Skills
- F332.02   Manage Non-Available Personnel
- F333.05   Generate Assignment Orders
- F333.06   Modify (Cancel/Curtail/Extend) Assignment
- F333.07   Manage Personal Reliability Programs
- F334.01   Manage Mobilization Activities
- F334.02   Manage Demobilization Activities
- F334.03   Conduct Deployment Processing for Specified Operations
- F334.04   Track Personnel in Support of Specified Operations

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[1] It is recognized that there may be classified activities and information associated with some of the processes listed here (such as GEOLOC). In a case where the information or activity is classified, the DIMHRS (Pers/Pay) system will not include the classified information and will ensure that the classified information cannot be deduced from the system. DIMHRS (Pers/Pay) is an unclassified system.

- F334.06   Manage Volunteers for Specified Operations
- F334.07   Manage Stop-Loss Program
- F334.08   Manage Member's Geographic Location (GEOLOC) Information
- F41.01   Manage Casualty/Disaster Information
- F41.02   Provide Casualty Assistance
- F41.03   Manage MIA/POW Programs
- F41.04   Provide Mortuary Support
- F42.01   Promote Enlisted Personnel[2]
- F42.02   Promote Officer Personnel[3]
- F42.03   Reduce Service member Rank/Grade
- F43.01   Manage Unit/Organizational Awards
- F43.02   Manage Individual Awards/Decorations/Badges
- F45.07   Manage Special Category Personnel
- F53.01   Manage Alcohol/Drug Abuse Control Program
- F53.02   Manage Human Relations Programs
- F6111.01   Determine Authorization for Housing Allowance
- F6111.02   Determine Authorization for Basic Allowance for Subsistence
- F6111.03   Determine Authorization for Deployed Per Diem
- F6111.04   Determine Authorization for Special Duty Assignment Pays
- F6111.05   Determine Authorization for Hazardous Duty Incentive Pays
- F6111.06   Determine Authorization for Hostile Fire Pay/Imminent Danger Pay
- F6111.07   Determine Authorization for Submarine Duty Pay
- F6111.08   Determine Authorization for Career Sea Pay
- F6111.09   Determine Authorization for Clothing Allowances
- F6111.10   Determine Authorization for Family Separation Allowance
- F6111.11   Determine Authorization for Foreign Duty Pay
- F6111.12   Support Reimbursement for Adoption Expenses
- F6111.13   Authorize Other Special Pays

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[2] Junior Grade promotions only

[3] Junior Grade promotions only

- F6112.01   Maintain Member-Provided Person Information
- F6112.02   Maintain Sensitive Personnel Information
- F6112.03   Administer Correction of Records
- F6112.04   Maintain Retirement Point Accounting
- F6112.05   Manage Retiree-Specific Actions
- F6112.07   Manage Reviews of a Member's Official Personnel Information
- F6114.01   Collect Information to Process Allotments
- F6114.02   Collect Information to Process Other Member-Elected Deductions
- F6114.03   Collect Information to Process Pay Garnishments
- F6114.04   Collect Information to Process Other Involuntary Deductions
- F612.01   Support UCMJ Actions
- F612.02   Support Non-UCMJ Actions
- F613.01   Support Physical Fitness Program
- F613.02   Maintain Physical Readiness Information
- F613.03   Administer Weight Control Program
- F613.04   Process Medical Review Board Actions
- F6141.01   Process Permanent Departure of Personnel
- F6141.02   Process Temporary Departure of Personnel
- F6141.03   Process Permanent Arrival of Personnel
- F6141.04   Process Temporary Arrival of Personnel
- F6141.05   Process Return from Temporary Assignment
- F6141.06   Issue Identification Card
- F6141.08   Manage Leave Processing
- F6141.09   Support Personnel Security Programs
- F6141.10   Submit Travel Claim
- F6141.11   Issue Unit Controlled Cards
- F6142.01   Maintain Duty Status
- F6142.03   Process Composite Unit Actions
- F6142.04   Manage Reserve Component Participation
- F6142.05   Maintain Rosters
- F6142.06   Support Manifest Operations

- F615.01   Support Unit Readiness Program

- F615.02   Manage Emergency/Contingency Skills

- F62.01   Maintain Information on Military Pay Entitlements Based on Geographic Areas

- F62.02   Record Member's Disbursement Election Information

- F62.03   Support the Computation of Member's Actual or Projected Military Pay

- F62.04   Maintain Payroll Disbursement History

- F62.05   Record Receipt of Pay Collections

- F71.01   Manage Member Discharge Programs

- F71.02   Manage Officer Resignations

- F72.01   Process Intra-Service Transfers

- F72.02   Process Inter-Service Transfers

- F72.03   Process Reserve Category Transfers

- F72.04   Transfer Reservists to and from Active Duty Status

- F72.05   Make Personnel Class Changes

- F73.01   Manage Voluntary Retirement

- F73.02   Manage Involuntary Retirement

F.2   Non-Core Military Personnel and Pay Functionality

The following functionality will not be included in the initial core DIMHRS (Pers/Pay) development effort. DIMHRS (Pers/Pay) will provide interfaces to existing systems that support this functionality. However, functionality that is required to shut down a targeted legacy system will be included as necessary on a Service-specific basis. Some of these functions may become core for DIMHRS (Manpower) or DIMHRS (Training).

- F21.01   Manage Military Education Programs
- F21.02   Manage Civilian Education Programs
- F21.03   Manage Testing Programs
- F22.01   Identify Training Needs/Criteria
- F22.02   Process Request for Training
- F22.03   Manage Training Attendance/Participation
- F31.02   Maintain Manpower Requirements
- F31.03   Support Force Structure Planning

- F32.01   Perform Strength Planning
- F32.02   Forecast Accession Targets
- F32.03   Project Training Requirements
- F32.05   Manage Position Vacancy Bulletin Board
- F32.06   Manage Active Duty Tour Requirements
- F331.01   Perform Initial Classification of Skills
- F332.01   Perform Personnel Distribution Analysis
- F332.03   Manage Reserve Overgrade, Undergrade, Overage and Shortage Program
- F332.04   Manage In-Theater Overage Personnel
- F333.01   Identify Assignment Needs/Criteria
- F333.02   Identify Members to fill Assignment Needs
- F333.03   Evaluate Eligibility for Assignment
- F333.04   Make Assignment
- F334.05   Manage Noncombatant Evacuation Program
- F42.01   Promote Enlisted Personnel[4]
- F42.02   Promote Officer Personnel[5]
- F42.04   Manage Federal Recognition Officer Process[6]
- F44.01   Manage Enlisted Performance Evaluations
- F44.02   Manage Officer Performance Evaluations
- F44.03   Manage Sub-Standard Performers
- F45.01   Manage Enlisted Retention Program
- F45.02   Manage Reenlistments
- F45.03   Manage Enlistment Extensions
- F45.04   Manage Officer Retention Program
- F45.05   Manage Officer Continuation
- F45.06   Manage Regular Augmentation Program

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[4] Less junior grade promotions

[5] Less junior grade promotions

[6] National Guard

- F51.01   Support Family Care Responsibilities
- F6142.02   Maintain Local Organizational Profile

F.3   Non-supported Processes

The following functions are not supported by any of the existing military personnel management and pay systems, or have a significantly limited scope of current system support not warranting development in DIMHRS (Pers/Pay). However, DIMHRS (Pers/Pay) will provide interfaces to existing systems that support this functionality.

- F51.02   Manage Family Care Support
- F52.01   Support Service-Sponsored Community Programs
- F52.02   Provide MWR Programs
- F6112.06   Process Freedom of Information Act Inquiries
- F6141.07   Produce ID Tags
- F6142.07   Support Official Surveys
- F6142.08   Manage Publications
- F6142.09   Manage Postal Support

Appendix G.   Projected Military Personnel and Pay Functional
Operational Architecture (FY 2001)

The purpose of the information contained in this Appendix is to provide supporting detail for the Information Exchange Requirement discussed in Section 1.5 and the Key Performance Parameter requirement at Section 4.1.8 as required by CJCSI 6212.01B.

The DIMHRS (Pers/Pay) Operational View 1 (OV-1) provides the high level overall operational concept or business view of the DIMHRS Program. It is a depiction of how DIMHRS will support the Human Resources requirements: Recruiting and Accession, Initial Entry Training, Development, Allocation, Compensation and Pay, Sustainment, Quality of Life, and Separation and Retirement. DIMHRS (Pers/Pay) will be an enabler to support the functionality required by users at all echelons within each Service Component.

The overall DIMHRS System View 1 (SV-1) is a system interface description. It provides a diagram of the interfaces external to DIMHRS core functionality but still required to ensure full personnel and pay functionality. It identifies legacy, current, and future external joint and combined subsystems and interfaces.[1] The overall DIMHRS System View (SV-1) has also been broken out by Service/Component. The Service/Component SV-1s are provided by Service after the overviews.

The OV-3 is an operational information exchange matrix used to document the top-level joint and combined "external" Information Exchange Requirements (IERs) depicted in the OV-1 and SV-1. The DIMHRS OV-3s are the text description of the interfaces shown in the Service SV-1s. Joint Staff directives require each interface listed in an OV-3 to be mapped to the Universal Joint Task List (UJTL). DIMHRS OV-3s list both a UJTL number and a service task number drawn from the Air Force Task List, the Army Universal Task List (draft), or the Universal Naval Task List, as applicable.

The SV-1s and OV-3s are basic system level interface descriptions. Functional analysis decomposes the service/component interfaces into functional component descriptions which are then a direct link to the human resources requirements shown in the OV-1. Figure G-1 below provides a functional view of the DIMHRS System. Decomposition of this information will provide the linkages between the functionality to be supported, the legacy systems which currently support that functionality, and the interfaces necessary to continue to support the business.

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[1] CJCSI 6212.01B requires that the ORD document the external interfaces. Since DIMRHS (Pers/Pay) is replacing several systems, there are also a number of interfaces that exist today that will become internal to DIMHRS (Pers/Pay), for example, interfaces between DJMS and Service personnel systems. Documentation on internal interfaces is available in the Legacy Data Base.

DIMHRS (Pers/Pay)

Recruiting & Accession

Initial Entry Training

Development

Allocation

Compensation and Pay

Sustainment

Quality of Life

Separation & Retirement

JOINT COMMANDER (CINC)

COMMANDER

SERVICE OPERATIONS CHIEF

PERSONNEL CHIEF OF UNIFIED COMMAND

OSD

SERVICE PERSONNEL CHIEF

SERVICE HEADQUARTERS STAFF

GCSS

SERVICE MEMBER/ FAMILY MEMBER

Veterans Affairs and other External Agencies

Figure G-1 DIMHRS (Pers/Pay) Overall Operational View (OV-1)
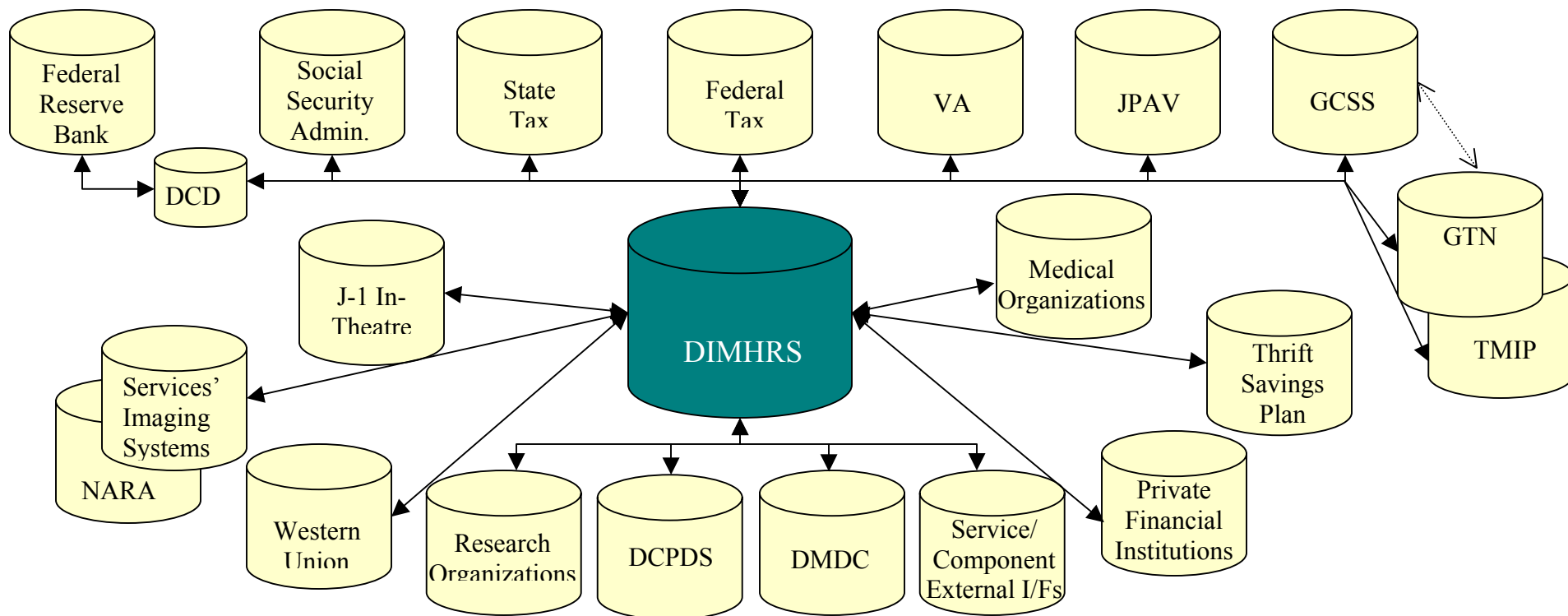
Figure G-2 DIMHRS (Pers/Pay) Overall System View (SV-1)

(SV-1) DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: Army Active
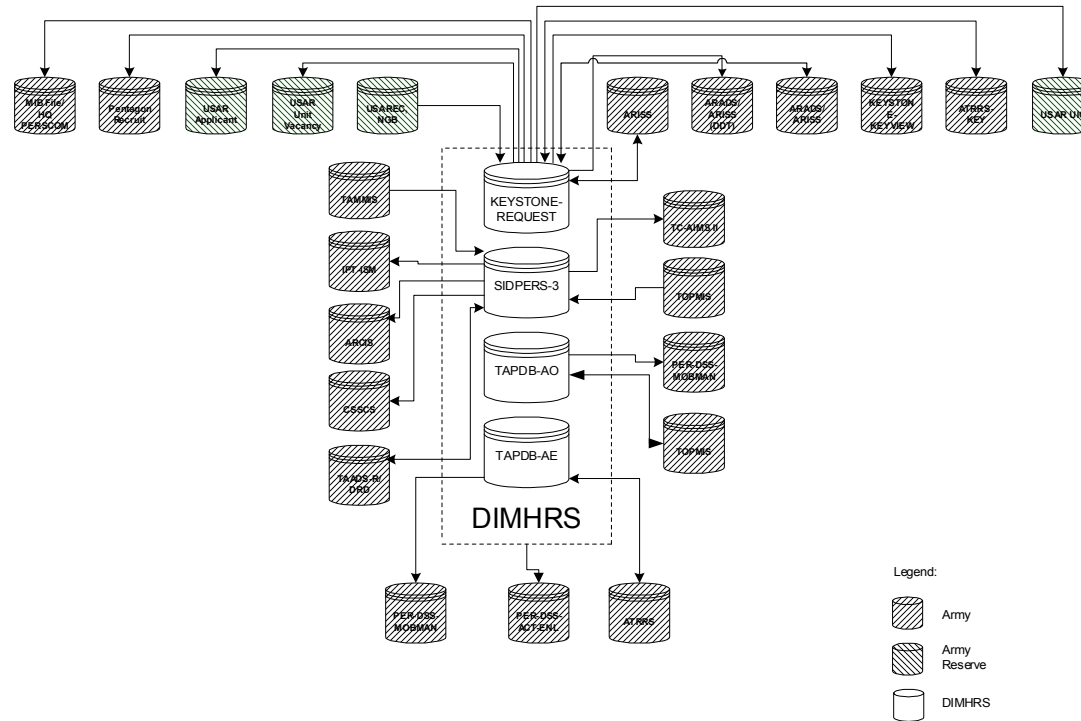
Figure G-3 Army (Active) System View

Table G-1 Army Active Operational Information Exchange

Operational Information Exchange Matrix (OV-3)

Army Active External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.4.3.3	ART6.6.2.1.1	As needed	Wounded Soldier Status	TAMMIS	SIDPERS-3	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.1.3	As needed	Officer Personnel Management	TOPMIS	SIDPERS-3	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.1	Annually	Pre-ADA Attrition Percentages	USAREC, NGB	KEYSTONE-REQUEST	Y	Data	24 hours	Sensitive Unclassified
SN4.1	ART6.6.2.1.1	As needed	Total Strength Inventory	TAPDB-AE	PER-DSS-ACT-ENL	N	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6.1	As needed	Mobilization Planning	TAPDB-AE	PER-DSS-MOBMAN	Y	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6.1	As needed	Mobilization Planning	TAPDB-AO	PER-DSS-MOBMAN	Y	Data	24 hours	Sensitive Unclassified
TA4.3	ART6.6.2.1.2	As needed	Task Automation	SIDPERS-3	ARCIS	N	Data	24 hours	Unclassified
OP5.2	ART6.6.2.1	As needed	Operation Situational Projections	SIDPERS-3	CSSCS	Y	Data	24 hours	Secret
	ART6.2.1.2	As needed	Common Business Functions Standardization	SIDPERS-3	IPT-ISM	N	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.2	Daily	Personnel and Asset Tracking	SIDPERS-3	TC-AIMS II	Y	Data	24 hours	Unclassified
SN4.1.2	ART6.6.1.3	Daily	Army Reservations and Cancellations	KEYSTONE-REQUEST	ARADS/ARISS (DDT)	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.2.1.2	Daily	Production Sub-System Management	KEYSTONE-REQUEST	KEYSTONE-KEYVIEW	Y	Data	24 hours	Unclassified
SN4.1.2	ART6.6.2.1.2	Semi-monthly	Monetary Incentive Awards	KEYSTONE-REQUEST	MIB File/HQ PERSCOM	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.3	Weekly	Reserve and National Guard Information	KEYSTONE-REQUEST	Pentagon Recruit	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.3	Weekly	Army Reserve Applicant Information	KEYSTONE-REQUEST	USAR Applicant	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.2	ART6.6.1.1	Weekly	Army Reserve UIC	KEYSTONE-REQUEST	USAR UIC	Y	Data	24 hours	Unclassified
SN4.1.2	ART6.6.1.1	Weekly	Army Reserve Unit Vacancies	KEYSTONE-REQUEST	USAR Unit Vacancy	Y	Data	24 hours	Unclassified
SN7.4	ART6.6.2.3.5	Weekly	Training Updates	TAPDB-AE	ATRRS	Y	Data	24 hours	Sensitive Unclassified
SN7.4	ART6.6.2.3.5	Weekly	Training Updates	ATRRS	TAPDB-AE	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.1.3	As needed	Demographics Update	TAPDB-AO	TOPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.1.3	As needed	Demographics Update	TOPMIS	TAPDB-AO	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	ART6.6.2.1.2	As needed	UIC Updates for Specific PPA	SIDPERS-3	TAADS-R/DRD	N	Data	24 hours	Sensitive Unclassified
SN4.1.1	ART6.6.2.1.2	As needed	UIC Updates for Specific PPA	TAADS-R/DRD	SIDPERS-3	N	Data	24 hours	Sensitive Unclassified
SN4.1	ART6.6.1.3	As needed	Recruiting and Accession	KEYSTONE-REQUEST	ARADS/ARISS	Y	Data	24 hours	Sensitive Unclassified
SN4.1	ART6.6.1.3	As needed	Recruiting and Accession	ARADS/ARISS	KEYSTONE-REQUEST	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.3	Daily	Recruit Management	KEYSTONE-REQUEST	ARISS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	ART6.6.1.3	Daily	Recruit Management	ARISS	KEYSTONE-REQUEST	Y	Data	24 hours	Sensitive Unclassified
SN7.4.2	ART6.6.2.3.5	Daily	Training	KEYSTONE-REQUEST	ATRRS-KEY	Y	Data	24 hours	Unclassified
SN7.4.2	ART6.6.2.3.5	Daily	Training	ATRRS-KEY	KEYSTONE-REQUEST	Y	Data	24 hours	Unclassified

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DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: Army Reserve

Figure G-4 Army (Reserve) System View

Table G-2 Army Reserve Operational Information Exchange
Operational Information Exchange Matrix (OV-3)
Army Reserve External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.4.2	ART6.6.2.1.3	As needed	MGIB Information	TAPDB-R	TARPS-MGIB (HOF)	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.3	As needed	MGIB Information	TARPS-MGIB (HOF)	TAPDB-R	N	Data	24 hours	Sensitive Unclassified
OP5.1.4	ART6.6.2.1	Daily	Command and Control	TARPS-MOBPERS (HMN)	GCCS-A	Y	Data	24 hours	Sensitive Unclassified
OP5.1.4	ART6.6.2.1	Daily	Command and Control	GCCS-A	TARPS-MOBPERS (HMN)	Y	Data	24 hours	Sensitive Unclassified
SN6	ART6.6.1	As needed	Mobilization Management	TARPS-MOBPERS (HMN)	TARPS-RVPS (HMO)	Y	Data	24 hours	Sensitive Unclassified
SN6	ART6.6.1	As needed	Mobilization Management	TARPS-RVPS (HMO)	TARPS-MOBPERS (HMN)	Y	Data	24 hours	Sensitive Unclassified
SN6.3	ART6.6.1.1	As needed	Mobilization Support	TARPS-MOBPERS (HMN)	WU	Y	Data	24 hours	Sensitive Unclassified
SN6.3	ART6.6.1.1	As needed	Mobilization Support	WU	TARPS-MOBPERS (HMN)	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	ART6.6.1.1	Weekly	Organization and Assignment Position Data Update	TAPDB-R	TARPS-UIC (HKI)	N	Data	24 hours	Unclassified
SN4.1.1	ART6.6.1.1	Weekly	Organization and Assignment Position Data Update	TARPS-UIC (HKI)	TAPDB-R	N	Data	24 hours	Unclassified
OP4.4.2	ART6.6.2.1.3	Weekly	TPU Update	TAPDB-R	TARPS-TPUMS (HOH)	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.3	Weekly	TPU Update	TARPS-TPUMS (HOH)	TAPDB-R	N	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1	As needed	Credit Management	TARPS-RSDQ (HQE)	Trans Union	N	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1	As needed	Credit Management	Trans Union	TARPS-RSDQ (HQE)	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.2	As needed	Reserve Data Update	TAPDB-R	TARPS-ARPIMS	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.2	As needed	Reserve Data Update	TARPS-ARPIMS	TAPDB-R	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.2	As needed	Reserve Data Update	TAPDB-R	TARPS-ARTRAMS (HOG)	N	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.4.2	ART6.6.2.1.2	As needed	Reserve Data Update	TARPS-ARTRAMS (HOG)	TAPDB-R	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.3.1	As needed	TAPDB-R Update	TAPDB-R	TARPS-COMM CD (HPK)	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.3.1	As needed	TAPDB-R Update	TARPS-COMM CD (HPK)	TAPDB-R	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.1.3	Semi-monthly	Reenlistment Support	TARPS-RRS (HQA)	USAREC	N	Data	24 hours	Unclassified
SN4.3.1	ART6.6.1.3	Quarterly	Reenlistment Eligibility	TARPS-RRS (HQA)	ARNG	N	Data	24 hours	Unclassified
SN6.1	ART6.6.2.1.2	Semi-annually	Mobilization Master File Maintenance	USAFMSA	TARPS-AORS (HOY)	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	ART6.7.4	Twice a week	RPA Fund Obligations	TARPS-AORS (HOY)	STANFINS AORS RPA	Y	Data	24 hours	Sensitive Unclassified
OP4.4.1.2	ART6.6.2.1.3	Daily	Deceased Personnel Document Generation	TARPS-PRMS (HPR)	ARTRAMS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	ART6.7.4	Daily	TDY Funds Data	TARPS-AORS (HOY)	DCAS Format 400 TDY	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.1.3	Daily	Record Disposition	TARPS-PRMS (HPR)	NPRCRS Discharged	N	Data	24 hours	Sensitive Unclassified
SN5.7.4	ART6.7.4	Daily	Medical Orders Funds Data	TARPS-AORS (HOY)	DCAS Format 270 Med	Y	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6.2.1	As needed	Personnel Information Management	TARPS-MOBPERS (HMN)	RLAS	Y	Data	24 hours	Sensitive Unclassified
SN6.1.5	ART6.6.1.1	Monthly	Unit Readiness Analysis	TARPS-MOBPERS (HMN)	PRISM II	Y	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6	As needed	Mobilization Support	TARPS-MOBPERS (HMN)	PPPs/PSPs	Y	Data	24 hours	Sensitive Unclassified
SN6	ART6.6.1.2	Semi-annually	Mobilization Retiree Requirements	TARPS-MOBPERS (HMN)	MOBMAN Retiree	Y	Data	24 hours	Sensitive Unclassified
SN6	ART6.6.1.2	Monthly	Mobilization Support	TARPS-MOBPERS (HMN)	MOBMAN	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	ART6.7.4	Twice a week	Fund Obligations	TARPS-AORS (HOY)	STANFINS AORS OMA	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1.3	Weekly	Field System Update	TARPS-MOBPERS	TARPS-TPUMS (HOH)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.1.3	Quarterly	Reenlistment Nurses	TARPS-RRS (HQA)	USAREC Nurse	N	Data	24 hours	Unclassified

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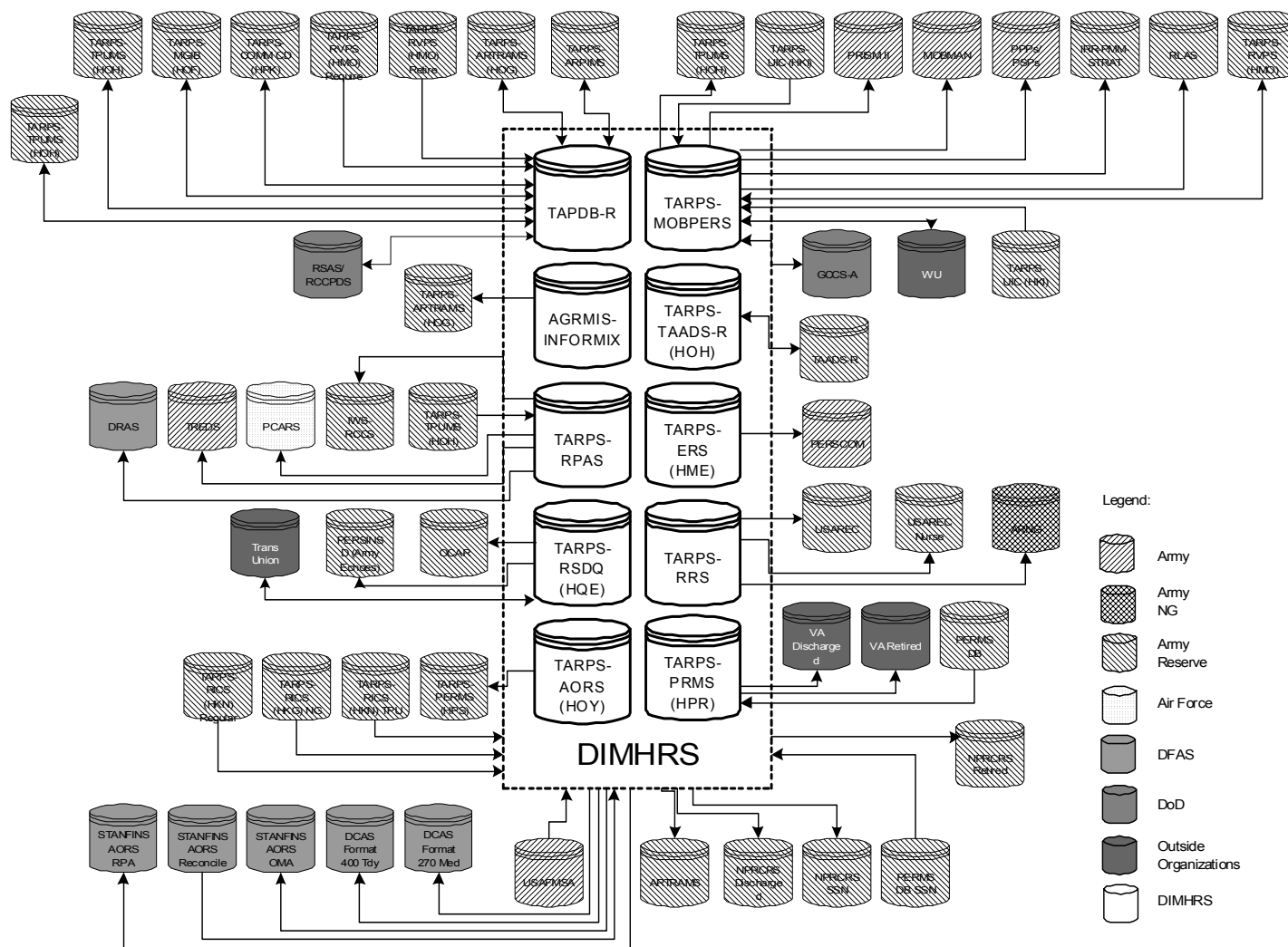| UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	ART6.6.2.1.3	Daily	Retirement Record Management	TARPS-RPAS (HOA)	IWS-RCCS	N	Data	24 hours	Unclassified
OP4.4.2	ART6.6.2.1.2	Twice daily	Active Guard Reserve Update	AGRMIS-INFORMIX	TARPS-ARTRAMS (HOG)	Y	Data	24 hours	Sensitive Unclassified
SN5.6	ART6.6.2.1	As needed	Information Publication	TARPS-RSDQ (HQE)	OCAR	N	Data	24 hours	Unclassified
SN6	ART6.7.2	Daily	Reserve Training Dates	TARPS-RPAS (HOA)	PCARS	N	Data	24 hours	Unclassified
SN4.3.1	ART6.6.1.3	Monthly	Projected Retirement	TARPS-RPAS (HOA)	DRAS	N	Data	24 hours	Unclassified
OP4.4.2	ART6.6.2.3.3	Monthly	Senior Rater File Transmission	TARPS-ERS (HME)	PERSCOM	N	Data	24 hours	Unclassified
SN5.6	ART6.6.2.1	As needed	Retiree Mailing List Maintenance	TARPS-RSDQ (HQE)	PERSINS D (Army Echoes)	N	Data	24 hours	Unclassified
SN4.3.1	ART6.6.2.1.3	Daily	Records Disposition	TARPS-PRMS (HPR)	VA Retired	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.1.3	Daily	Records Disposition	TARPS-PRMS (HPR)	VA Discharged	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.1.3	Daily	Record Disposition	TARPS-PRMS (HPR)	NPRCRS Retired	N	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.1.3	Weekly	Correspondence Course Completion Dates	TARPS-RPAS (HOA)	TREDS	N	Data	24 hours	Unclassified
SN4.1.1	ART6.6.2.1	Weekly	UIC Organizational Table Maintenance	TARPS-UIC (HKI)	TARPS-MOBPERS (HMN)	Y	Data	24 hours	Unclassified
SN4.3.1	ART6.6.2.1.1	Weekly	Retirement Update	TARPS-TPUMS (HOH)	TARPS-RPAS	N	Data	24 hours	Sensitive Unclassified
SN6	ART6.6.2.1.1	As needed	IRR Manpower	TARPS-MOBPERS (HMN)	IRR PIM-STRAT	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1.2	As needed	Data Extract	PERMS DB	TARPS-PRMS-I (HPS)	N	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6.1.1	Monthly	Remove Retired Assignment	TARPS-RVPS (HMO) Retire	TAPDB-R	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	ART6.7.4	Monthly	Data Reconciliation	STANFINS AORS Reconcile	TARPS-AORS (HOY)	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1.2	Weekly	Records Conversion to Electronic Format	TARPS-AORS (HOY)	TARPS-PERMS (HPS)	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.2	ART6.6.2.2	Daily	Personnel Reassignment to the National Guard	TARPS-RICS (HKN) NG	TARPS-AORS (HOY)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.2	Weekly	Personnel Discharged (NOTI)	TARPS-RICS (HKN) Regular	TARPS-AORS (HOY)	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.2	Daily	TPU Reassignment	TARPS-RICS (HKN) TPU	TARPS-AORS (HOY)	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	ART6.6.2.1.2	Weekly	UIC Order Formats	TARPS-UIC (HKI)	TARPS-AORS (HOY)	Y	Data	24 hours	Unclassified
	ART6.6.2.1.2	As needed	PRMS Database Update	PERMS DB SSN	TARPS-PRMS (HPR)	N	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1.3	Daily	PRMS Status Update	NPRCRS SSN	TARPS-PRMS (HPR)	N	Data	24 hours	Sensitive Unclassified
SN6.1	ART6.6.1.1	Daily	Pre-assign Eligible Retired Volunteers	TARPS-RVPS (HMO) Require	TAPDB-R	Y	Data	24 hours	Sensitive Unclassified
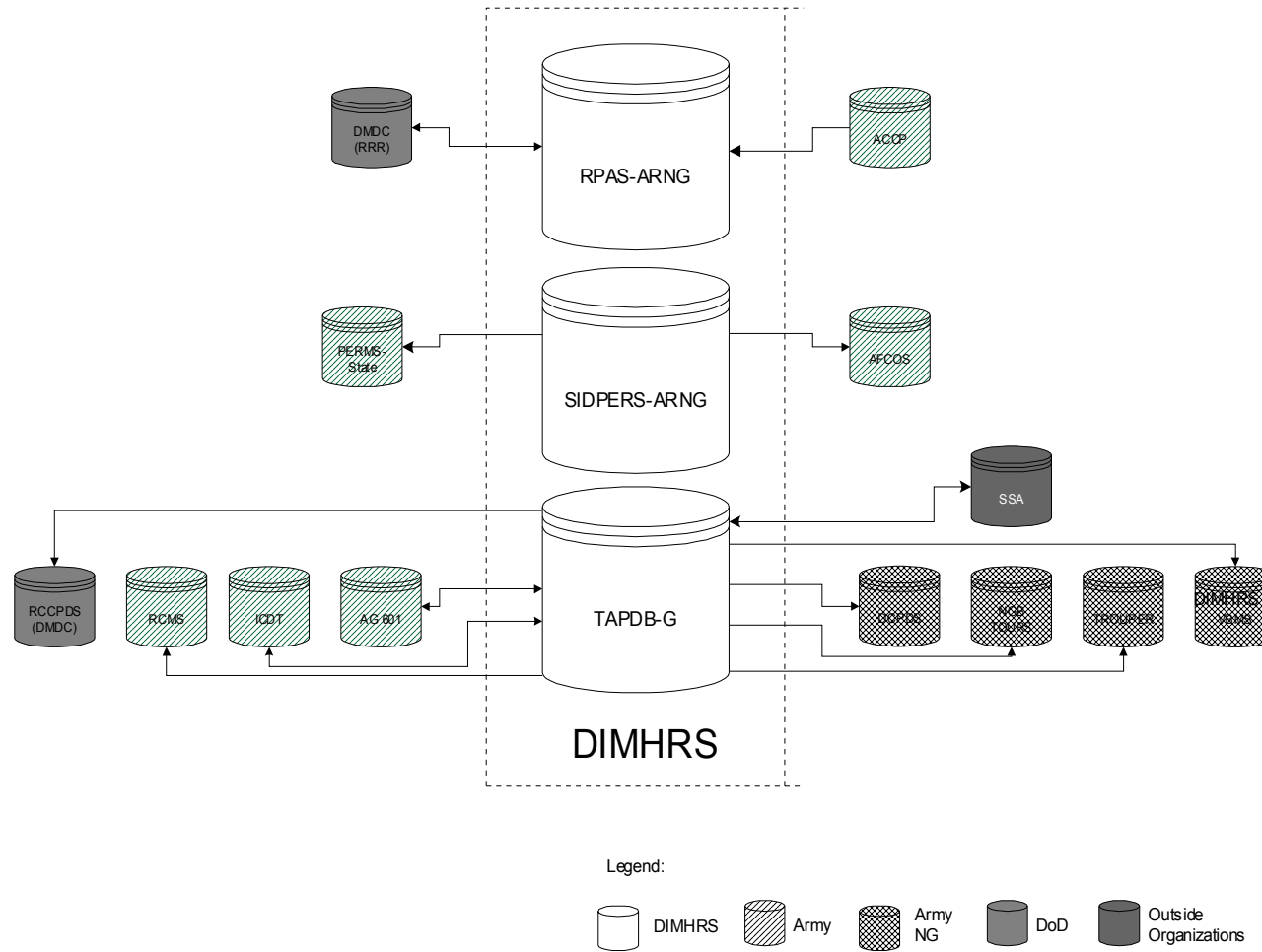
Figure G-5 Army National Guard System View

Table G-3 Army National Guard Operational Information Exchange

Operational Information Exchange Matrix (OV-3)

Army National Guard External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
ST4.2.1	ART6.6.2.1.1	Monthly	Correspondence Course Information	ACCP	RPAS-ARNG	Y	Data	24 hours	Unclassified
SN4.3.1	ART6.6.2.1.3	Monthly	Separated Service Record	RPAS-ARNG	DMDC (RRR)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	ART6.6.2.1.3	Monthly	Separated Service Record	DMDC (RRR)	RPAS-ARNG	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.7.2	Daily	Personnel Updates	SIDPERS-ARNG	AFCOS	Y	Data	24 hours	Sensitive Unclassified
SN4.1	ART6.6.2.1.2	Weekly	Data Synchronization	SIDPERS-ARNG	PERMS-State	Y	Data	24 hours	Unclassified
SN4.1	ART6.6.1.3	Monthly	Eligible Officer Information	TAPDB-G	AG 601	Y	Data	24 hours	Sensitive Unclassified
SN4.1	ART6.6.2.1.2	Daily	Data Management	TAPDB-G	ICDT	Y	Data	24 hours	Unclassified
SN4.1	ART6.6.2.1.2	Daily	Data Management	ICDT	TAPDB-G	Y	Data	24 hours	Unclassified
OP4.4.2	ART6.6.2.1.3	Weekly	Personnel Updates	TAPDB-G	RCMS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	ART6.6.2.1	As Needed	Full-time Support Personnel Updates	TAPDB-G	DCPDS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	ART6.6.1.3	As Needed	Tour File Updates	TAPDB-G	NGB TOURS	N	Data	24 hours	Sensitive Unclassified
SN7.4.2	ART6.6.1.3	Monthly	Training Updates	TAPDB-G	TROUPERS	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2	Weekly	System Management	TAPDB-G	VBMS	Y	Data	24 hours	Unclassified
OP4.4.2	ART6.6.2.1.2	Monthly	NG Master and Transaction File Updates	TAPDB-G	RCCPDS (DMDC)	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1	Monthly	Demographic Updates	TAPDB-G	SSA	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2.1	Monthly	Demographic Updates	SSA	TAPDB-G	Y	Data	24 hours	Sensitive Unclassified

DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: Navy
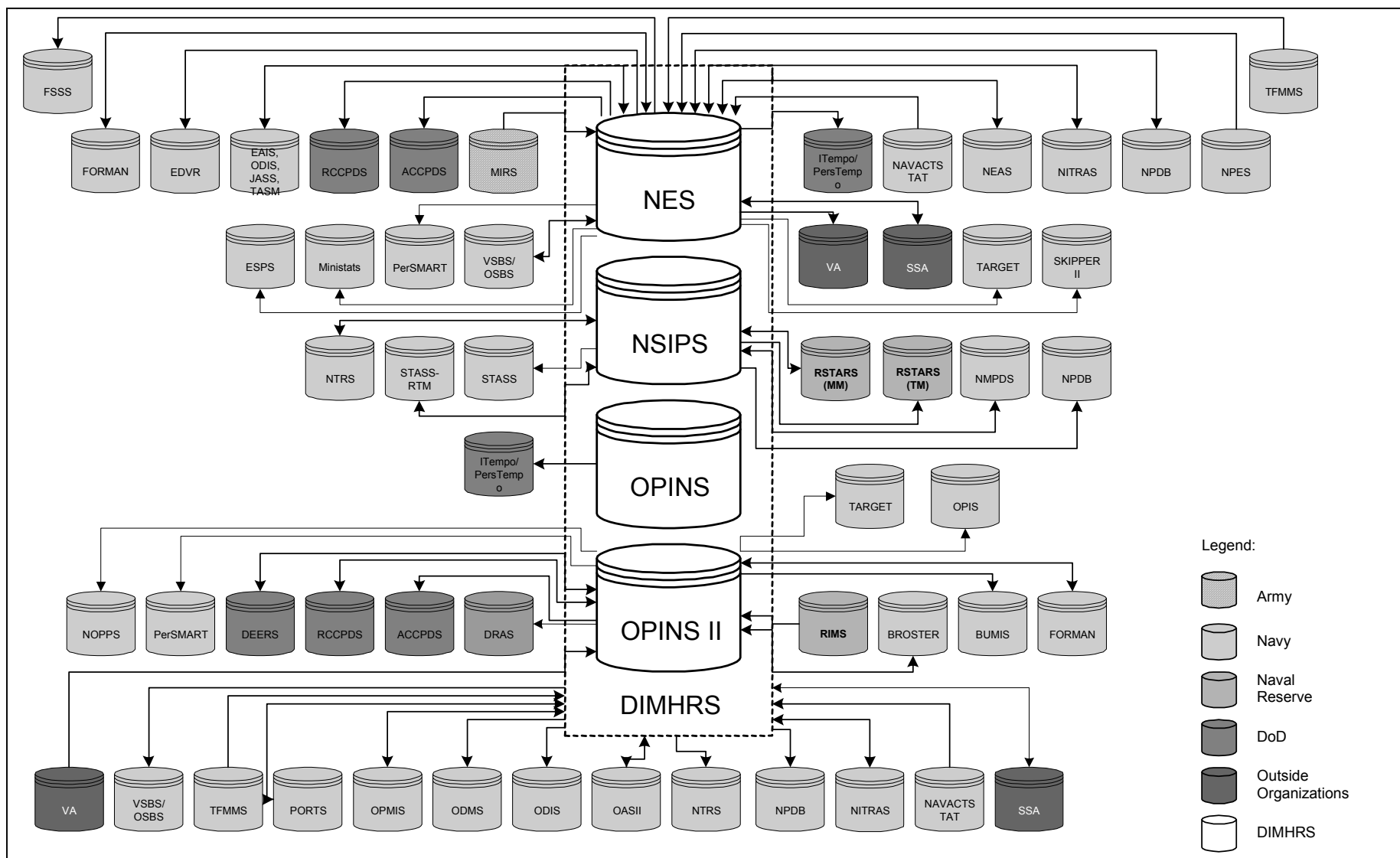
Figure G-6 Navy (Active) System View

Table G-4 Navy Active Operational Informational Exchange

Operational Information Exchange Matrix (OV-3)

Navy External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	NTA4.4.1.2	Daily	EMF Update	NES	EAIS, ODIS, JASS, TASM	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Daily	EMF Update	EAIS, ODIS, JASS, TASM	NES	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3	Quarterly	SSAN Verification	NES	SSA	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3	Quarterly	SSAN Verification	SSA	NES	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.1	Daily	Orders Information Update	NSIPS	NMPDS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.1	Daily	Orders Information Update	NMPDS	NSIPS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.2	NTA4.4.3	Weekly	Training Resource Updates	NES	NITRAS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.2	NTA4.4.3	Weekly	Training Resource Updates	NITRAS	NES	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Monthly	Enlisted Advancement Information	NES	NEAS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Monthly	Enlisted Advancement Information	NEAS	NES	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4	Monthly	Prospective Naval Academy Graduates Information	OPINS II	BROSTER	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4	Monthly	Prospective Naval Academy Graduates Information	BROSTER	OPINS II	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.1	As needed	Medical Eligibility	OPINS II	DEERS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.1	As needed	Medical Eligibility	DEERS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Daily	Enlisted and Reenlistment Updates	NES	FORMAN	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Daily	Enlisted and Reenlistment Updates	FORMAN	NES	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
ST4.2.1	NTA4.4	As needed	Force Management Support	OPINS II	FORMAN	Y	Data	24 hours	Sensitive Unclassified
ST4.2.1	NTA4.4	As needed	Force Management Support	FORMAN	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN7.4	NTA4.4.3	Semi-monthly	Service School Information Updates	OPINS II	NITRAS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.2	NTA4.4.3	Semi-monthly	Service School Information Updates	NITRAS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Promotion Updates	NES	VSBS/OSBS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Promotion Updates	VSBS/OSBS	NES	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	OP4.4	As needed	Reserve Personnel Updates	OPINS II	RCCPDS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	OP4.4	As needed	Reserve Personnel Updates	RCCPDS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.3	Daily	Boot Camp Personnel Updates	NSIPS	STASS-RTM	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.3	Daily	Boot Camp Personnel Updates	STASS-RTM	NSIPS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.2	NTA4.4	Daily	Training Availability and Rate Information	NSIPS	NTRS	Y	Data	24 hours	Unclassified
SN7.4.2	NTA4.4	Daily	Training Availability and Rate Information	NTRS	NSIPS	Y	Data	24 hours	Unclassified
SN6.1.5	NTA4.4.1.1	Daily	Unit and Medical Updates	NSIPS	RSTARS (MM)	Y	Data	24 hours	Sensitive Unclassified
SN6.1.5	NTA4.4.1.1	Daily	Unit and Medical Updates	RSTARS (MM)	NSIPS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4	As needed	Officer Tracking	OPINS II	OPMIS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4	As needed	Officer Tracking	OPMIS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4	Daily	Officer Strength Record Creation	OPINS II	PORTS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4	Daily	Officer Strength Record Creation	PORTS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	As needed	Officer Assignment	OPINS II	OAISII	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	As needed	Officer Assignment	OAISII	OPINS II	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3.1	As needed	SSN File Maintenance	OPINS II	SSA	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3.1	As needed	SSN File Maintenance	SSA	OPINS II	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	NTA4.4.3	Daily	Separation Address Information	NSIPS	NPDB	Y	Data	24 hours	Unclassified
OP4.4.2	NTA4.4	Daily	PersTempo Event Information	NES	ITempo/PersTempo	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	Monthly	DMDC Data Update	NES	ACCPDS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Monthly	Personnel Data Verification and Assignment	NES	FSSS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Monthly	Personnel Data Verification	NES	EDVR	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Daily	Enlisted Activity Duty Updates	NES	NPDB	Y	Data	24 hours	Sensitive Unclassified
SN7.4	NTA4.4.3	Weekly	Training Management Inputs	NSIPS	STASS	Y	Data	24 hours	Unclassified
SN7.4	NTA4.4.1.2	Daily	Training Input	NSIPS	RSTARS (TM)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.4	Daily	Retiring Personnel Pay Account Creation	OPINS II	DRAS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Annually	Selection Board Support	OPINS II	VSBS/OSBS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	Bi-monthly	Manpower Management	OPINS II	ODMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Daily	NMPDS Information Retrieval	OPINS II	ODIS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4.3	As needed	Officer Training Updates	OPINS II	NTRS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.3	Daily	Active and Inactive Personnel Updates	OPINS II	NPDB	Y	Data	24 hours	Sensitive Unclassified
OP4.4.3	NTA4.4.1.1	Daily	Medical Related Personnel Updates	OPINS II	BUMIS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	OP4.4	As needed	Personnel Information Maintenance	OPINS II	ACCPDS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4	Daily	PersTempo Event Information	OPINS	ITempo/PersTempo	Y	Data	24 hours	Privacy Act Information
OP4.4.2	NTA4.4.3.1	Monthly	Enlisted Personnel Educational Benefits Enrollment Information	NES	VA	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.2	Monthly	DMDC Active and Reserve Information	NES	RCCPDS	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.4.2	NTA4.4.3	Daily	EMF Evaluation Updates	NPES	NES	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4	Daily	Enlistment Update	MIRS	NES	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.3.1	Daily	UIC and Activity Validation	TFMMS	NES	Y	Data	24 hours	Unclassified
SN4.1.1	NTA4.4.3	Weekly	Activity Address Information	NAVACTSTAT	NES	Y	Data	24 hours	Unclassified
SN6.1	NTA4.4	Daily	Reserve Personnel Information Management	RIMS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4	Daily	Manpower Updates	TFMMS	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	GI Bill Data Maintenance	VA	OPINS II	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	Daily	Naval Activity Information Updates	NAVACTSTAT	OPINS II	Y	Data	24 hours	Unclassified
SN4.1.1	NTA4.4.1.2	Monthly	Enlisted Strength Plan Update	NES	ESPS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	Monthly	Officer Strength Plan Update	OPINS II	NOPPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	Monthly	Enlisted Community Status Update	NES	Ministats	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4	Monthly	Retention/Attrition DB Update	NES	PerSMART	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4	Monthly	Retention/Attrition DB Update	OPINS II	PerSMART	Y	Data	24 hours	Sensitive Unclassified
SN4.1	NTA4.4.1.2	Monthly	TARGET Officer Inventory Update	OPINS II	TARGET	Y	Data	24 hours	Sensitive Unclassified
SN4.1	NTA4.4.1.2	Monthly	TARGET Enlisted Inventory Update	NES	TARGET	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4	Quarterly	Enlisted Community Plan Model Update	NES	SKIPPER II	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3	Quarterly	Officer Personnel Info Delivery Sys Update	OPINS II	OPIS	Y	Data	24 hours	Sensitive Unclassified

(SV-1) **DIMHRS MULTI-SERVICE EXTERNAL INTERFACES**
LEGACY SERVICE COMPONENT: Naval Reserve
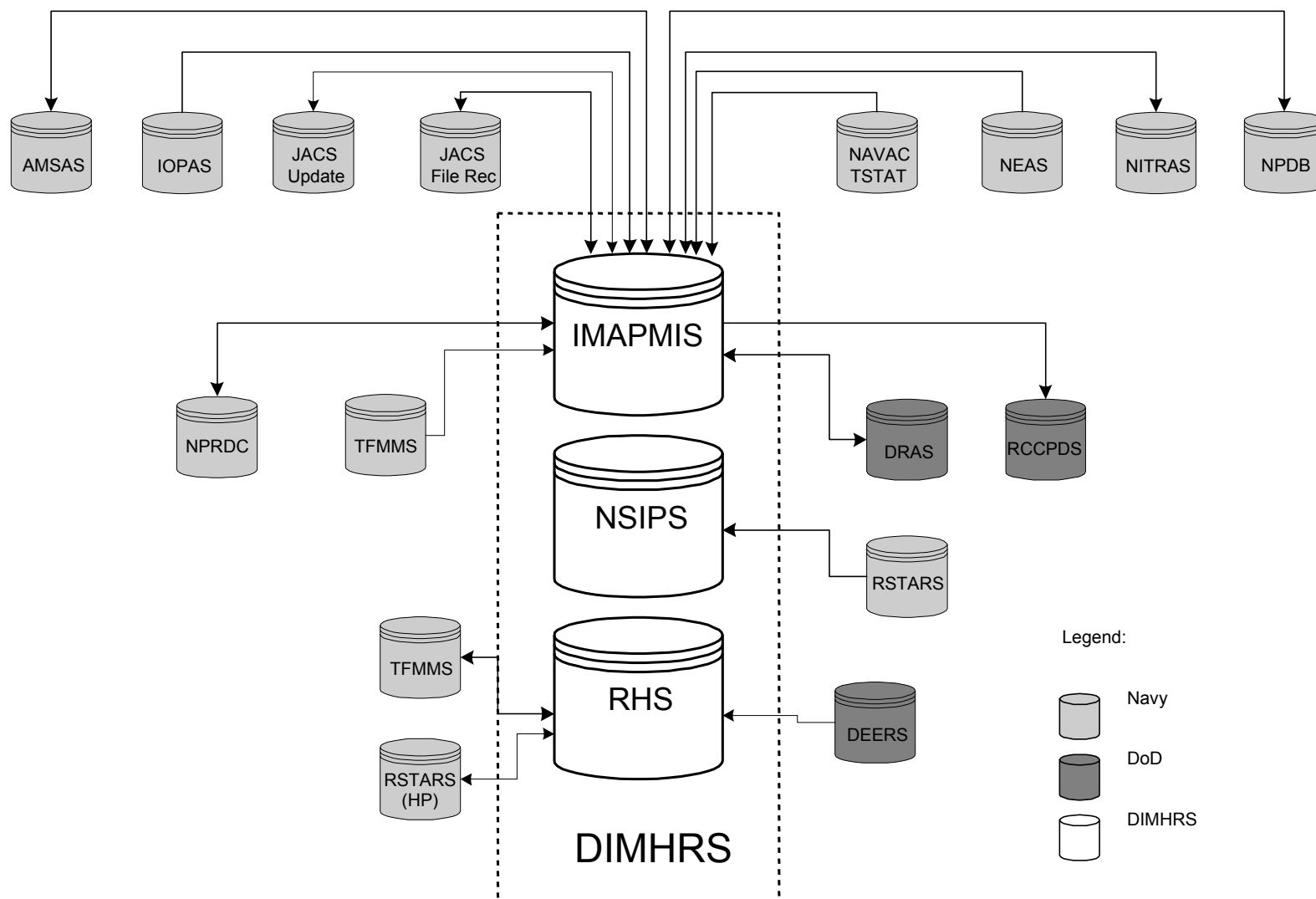
Figure G-7 Naval Reserve System View

Table G-5 Naval Reserve Operational Information Exchange

Operational Information Exchange Matrix (OV-3)

Naval Reserve External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	NTA4.4.3	Weekly	Personnel Update	IMAPMIS	NPDB	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3	Weekly	Personnel Update	NPDB	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Monthly	Lost from Active Duty/Retirement Update	IMAPMIS	DRAS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Monthly	Lost from Active Duty/Retirement Update	DRAS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	As needed	Clearance File Reconciliations	IMAPMIS	JACS File Rec	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	As needed	Clearance File Reconciliations	JACS File Red	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	Daily	Security Clearance Updates	IMAPMIS	JACS Update	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	Daily	Security Clearance Updates	JACS Update	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN6.1	NTA4.4.1.2	As needed	IRR Mobilization	IMAPMIS	AMSAS	Y	Data	24 hours	Sensitive Unclassified
SN6.1	NTA4.4.1.2	As needed	IRR Mobilization	AMSAS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN6.1	NTA4.4.3	Daily	Selected Reserve Extract	IMAPMIS	NITRAS	Y	Data	24 hours	Sensitive Unclassified
SN6.1	NTA4.4.3	Daily	Selected Reserve Extract	NITRAS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1	Monthly	Billeting Updates	RHS	TFMMS	Y	Data	24 hours	Unclassified
SN4.3.1	NTA4.4.1	Monthly	Billeting Updates	TFMMS	RHS	Y	Data	24 hours	Unclassified
	NTA4.4.1.1	As needed	HIV Research	IMAPMIS	NPRDC	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.1	As needed	HIV Research	NPRDC	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN7.4.3	NTA4.4.1.2	Daily	Medical Student Personnel Training Updates	RHS	RSTARS (HP)	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN7.4.3	NTA4.4.1.2	Daily	Medical Student Personnel Training Updates	RSTARS (MM)	NSIPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	Monthly	Personnel Transactions	IMAPMIS	RCCPDS	Y	Data	24 hours	Sensitive Unclassified
SN6.1	NTA4.4.1.1	Monthly	IRR Manpower	TFMMS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	OP4.4.2	Monthly	Naval Activity Update	NAVACTSTAT	IMAPMIS	Y	Data	24 hours	Unclassified
SN4.3.1	NTA4.4.1.1	Monthly	Reserve and Dependent Eligibility	DEERS	RHS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Reserve Officer Promotion	IOPAS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Weekly	Enlisted Promotions	NEAS	IMAPMIS	Y	Data	24 hours	Sensitive Unclassified

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DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: Marine Corps
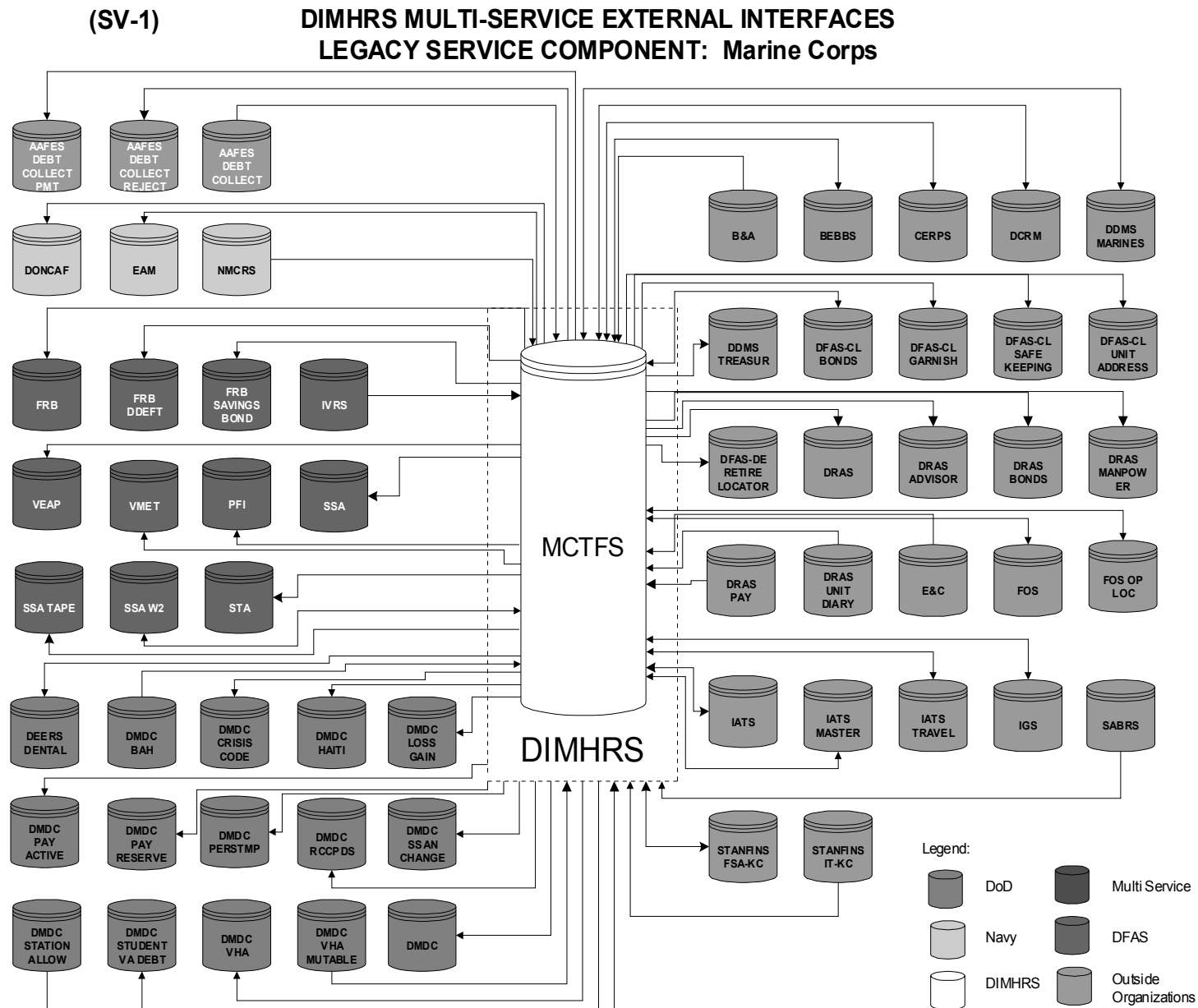
Figure G-8 Marine Corps System View – Part I

DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: Marine Corps
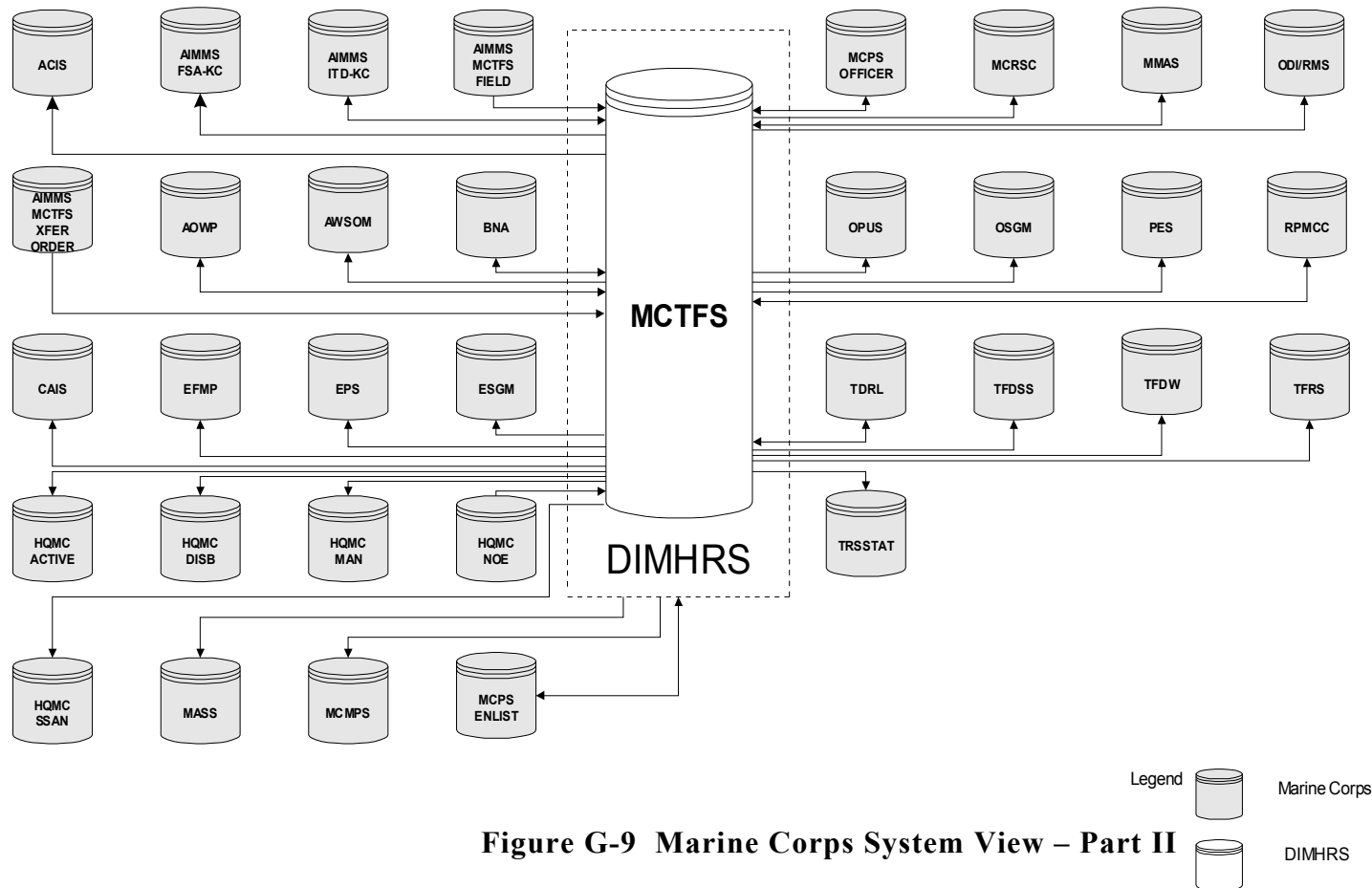
Figure G-9 Marine Corps System View – Part II

Table G-6 Marine Corps Operational Information Exchange

Operational Information Exchange Matrix (OV-3)

Marine Corps External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.1	NTA4.4.1.2	Monthly	Manpower Reconciliation	MCTFS	DRAS Manpower Rec	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	Monthly	Manpower Reconciliation	DRAS Manpower Rec	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Officer Promotion History	MCTFS	MCPS (Officer)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Officer Promotion History	MCPS (Officer)	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Enlisted Promotion History	MCTFS	MCPS (Enlisted)	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Enlisted Promotion History	MCPS (Enlisted)	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Distribution of Garnishment Actions	MCTFS	IGS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Distribution of Garnishment Actions	IGS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Active and Reserve Travel Transactions	MCTFS	IATS Travel	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Active and Reserve Travel Transactions	IATS Travel	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Travel Payment Auto-Input	MCTFS	IATS MASTER	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Travel Payment Auto-Input	IATS MASTER	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	As needed	Travel Settlement	MCTFS	IATS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	As needed	Travel Settlement	IATS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Annually	GLO Updates	MCTFS	FOS	Y	Data	24 hours	Unclassified
SN4.7	NTA4.4.4	Annually	GLO Updates	FOS	MCTFS	Y	Data	24 hours	Unclassified
SN6	NTA4.4.	As needed	Mobilization Assignments	MCTFS	MMAS	Y	Data	24 hours	Sensitive Unclassified
SN6	NTA4.4.	As needed	Mobilization Assignments	MMAS	MCTFS	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.8	NTA4.4.4	Monthly	Pay Reconciliation	MCTFS	DRAS Pay Rec	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Pay Reconciliation	DRAS Pay Rec	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	OP4.8	Annually	Operating Location Population and Payroll Statistics	MCTFS	FOS Op Loc	Y	Data	24 hours	Sensitive Unclassified
OP4.8	OP4.8	Annually	Operating Location Population and Payroll Statistics	FOS Op Loc	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN6	NTA4.4.4	Daily	Recalled Service Members' Allotment Reestablishment	MCTFS	DRAS Bonds	Y	Data	24 hours	Sensitive Unclassified
SN6	NTA4.4.4	Daily	Recalled Service Members' Allotment Reestablishment	DRAS Bonds	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Cyclic	Retired Pay Account Activation	MCTFS	DRAS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Cyclic	Retired Pay Account Activation	DRAS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	Cyclic	Orders Generation	MCTFS	AOWP	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	Cyclic	Orders Generation	AOWP	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Cyclic	Bond Information Maintenance	MCTFS	BEBBS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Cyclic	Bond Information Maintenance	BEBBS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Monthly	Bonds and Allotment Information	MCTFS	DFAS-CL Bonds	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Monthly	Bonds and Allotment Information	DFAS-CL Bonds	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Debt Collection	MCTFS	DDMS Marines	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Debt Collection	DDMS Marines	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Cyclic	Treasury Check Reconciliation	MCTFS	DCRM	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Cyclic	Treasury Check Reconciliation	DCRM	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4	Monthly	Navy Expenditure Reimbursement	MCTFS	CERPS	Y	Data	24 hours	Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	NTA4.4	Monthly	Navy Expenditure Reimbursement	CERPS	MCTFS	Y	Data	24 hours	Unclassified
SN4.3.1	NTA4.4.1.2	Cyclic	Training Management	MCTFS	BNA	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Cyclic	Training Management	BNA	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Annually	W2 Information	MCTFS	SSA W2	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Annually	W2 Information	SSA W2	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Special Payment Processing	MCTFS	STANFINS FSA-KC	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Daily	Special Payment Processing	STANFINS FSA-KC	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	As needed	Temporary Disability Retired List Management	MCTFS	TDRL	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	As needed	Temporary Disability Retired List Management	TDRL	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.1	NTA4.4.2	As needed	Reserve Personnel Clothing Tracking Report	MCTFS	RPMCC	Y	Data	24 hours	Unclassified
OP4.4.1	NTA4.4.2	As needed	Reserve Personnel Clothing Tracking Report	RPMCC	MCTFS	Y	Data	24 hours	Unclassified
SN4.3.1	NTA4.4.1.2	Cyclic	Acquisition Workforce Management	MCTFS	AWSOM	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Active Duty Pay Data Report	MCTFS	DMDC Pay Act	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Reserve Pay Extract Report	MCTFS	DMDC Pay Res	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.1.2	As needed	Specific Operation Transaction	MCTFS	DMDC PERSTEMPO	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Daily	Individual Paycheck Posting	MCTFS	FRB	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	Weekly	SSAN Change Reporting	MCTFS	DMDC SSAN Change	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4	Cyclic	Crisis Code Extract	MCTFS	DMDC Crisis Code	Y	Data	24 hours	Unclassified
	NTA4.4.4	Monthly	Student Loan/VA Debt Information	MCTFS	DMDC Student VA Debt	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.8	NTA4.4.4	Monthly	BAH Entitlement Information	MCTFS	DMDC VHA	Y	Data	24 hours	Unclassified
SN4.1	NTA4.4.1.1	As needed	Security Clearance Management	MCTFS	DONCAF	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Debt Reconciliation	MCTFS	AAFES Debt Collect Reject	Y	Data	24 hours	Sensitive Unclassified
OP5.1.4	NTA4.4.1.2	Weekly	Reserve Component Personnel Data Reporting	MCTFS	DMDC RCCPD	Y	Data	24 hours	Sensitive Unclassified
OP5.1.4	NTA4.4.1.2	Weekly	Haiti/Persian Gulf Personnel Reporting	MCTFS	DMDC Haiti	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	Monthly	Personnel Datasets	MCTFS	DMDC	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.3.1	Cyclic	Master Record Update Build	MCTFS	TFDSS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3	Monthly	Unit Address Reporting	MCTFS	DFAS-CL Unit Address	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Monthly	Bonds Safekeeping Reporting	MCTFS	DFAS-CL Safekeeping	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Garnishment Reporting	MCTFS	DFAS-CL Garnishment Locat	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4	As needed	Manpower Planning Research	MCTFS	TFDW	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	Dental Deduction Reporting	MCTFS	DEERS (DENTAL)	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Cyclic	Treasury Check Reporting	MCTFS	DDMS Treasury Check	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	As needed	Retention Support	MCTFS	TFRS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	Cyclic	HQMC TRSSTAT Dataset	MCTFS	TRSSTAT	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Monthly	VEAP Eligibility Payments	MCTFS	VEAP	Y	Data	24 hours	Sensitive Unclassified
OP4.4.1.2	NTA4.4.1.5	As needed	Casualty Related Information Tracking	MCTFS	CAIS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.2	Weekly	Personnel Loss/Gain Reporting	MCTFS	DMDC Loss Gain	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Weekly	Disbursement Support Report	MCTFS	HQMC DISB	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
	NTA4.4.3.1	As needed	Personnel Files Production	MCTFS	ODI/RMS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	As needed	Reserves Personnel and Pay Information	MCTFS	MCRSC	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.2	As needed	Officer Losses and Retention Reporting	MCTFS	OPUS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.1	As needed	Officer Population/Structure Matching	MCTFS	OSGM	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.2	As needed	Mobilized Marines Tracking	MCTFS	MCMPS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	As needed	Manpower Planning	MCTFS	MASS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.1.1	Daily	Field Input Complements	MCTFS	AIMMS FSA-KC Field Input	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	As needed	Centralized Selection, Promotion and Retention Support	MCTFS	PES	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Monthly	Blanket Allotment Payment Information	MCTFS	PFI	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.3.	Weekly	SSAN Change Report	MCTFS	HQMC SSAN Change	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4.1.2	Weekly	Manpower Report	MCTFS	HQMC MAN	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Annually	Annual State Tax Information Update	MCTFS	STA	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Annually	SSA Adjustments	MCTFS	SSA	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.3.1	As needed	Claims Management	MCTFS	ACIS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Monthly	Debt Reconciliation	MCTFS	AAFES Debt Collec Payment	Y	Data	24 hours	Sensitive Unclassified
SN7.4	NTA4.4.3.1	As needed	Experiences and Training Verification Reporting	MCTFS	VMET	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.3	As needed	EFMP Monitor Notification	MCTFS	EFMP	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	NTA4.4	As needed	Personnel Model Forecasting	MCTFS	EPS	Y	Data	24 hours	Unclassified
	NTA4.4.4	Monthly	SSA Update	MCTFS	SSA TAPE	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1	NTA4.4.1.2	Cyclic	Headquarters Personnel Reporting	MCTFS	HQMC Active Pers Info	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.1.1	As needed	Training Assignments	MCTFS	EAM	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Monthly	EFT Payment	MCTFS	FRB DDEFT	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Monthly	Savings Bond Posting	MCTFS	FRB Savings Bond	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	As needed	Staffing Goal Production	MCTFS	ESGM	Y	Data	24 hours	Unclassified
OP4.8	NTA4.4.4	Monthly	Debt Collection	AAFES Debt Collection	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Monthly	Bonds and Allotments Production	B&A	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.	Cyclic	Orders Processing	AIMMS ITD-KC Transfer Ord	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4	Cyclic	Orders Processing	AIMMS MCTFS Transfer Ord	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.4.2	NTA4.4.	Cyclic	Field Input Complements	AIMMS MCTFS Field Input	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.1.2	Monthly	Retiree Locator Report	DFAS-DE Retiree Locator	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Annually	BAH Update	DMDC BAH	MCTFS	Y	Data	24 hours	Unclassified
	NTA4.4.4	Semi-monthly	Station Allowance File	DMDC Station Allowance	MCTFS	Y	Data	24 hours	Unclassified
OP4.8	NTA4.4.4	Annually	BAH Update	DMDC VHA MULTABLE	MCTFS	Y	Data	24 hours	Sensitive Unclassified
	NTA4.4.4	Annually	Retirement and Annuity Processing	DRAS Advisory	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	Daily	Payroll Accounting Information	E&C	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	NTA4.4.3.1	Annually	NOE Annual Update	HQMC NOE	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	Semi-monthly	Interactive Pay Record Information	IVRS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
OP4.8	NTA4.4.4	As needed	NMCRS Allotment Starts	NMCRS	MCTFS	Y	Data	24 hours	Sensitive Unclassified
SN5.7.4	NTA4.4.4	As needed	Budget and Accounting Dataset	SABRS	MCTFS	Y	Data	24 hours	Unclassified
OP4.8	NTA4.4.4	Daily	Special Payments Processing	STANFINS IT-KC	MCTFS	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
OP4.4.2	NTA4.4	Cyclic	Unit Diary Transactions Processing	DRAS Unit Diary	MCTFS	Y	Data	24 hours	Sensitive Unclassified

(SV-1) **DIMHRS MULTI-SERVICE EXTERNAL INTERFACES**
LEGACY SERVICE COMPONENT: Air Force
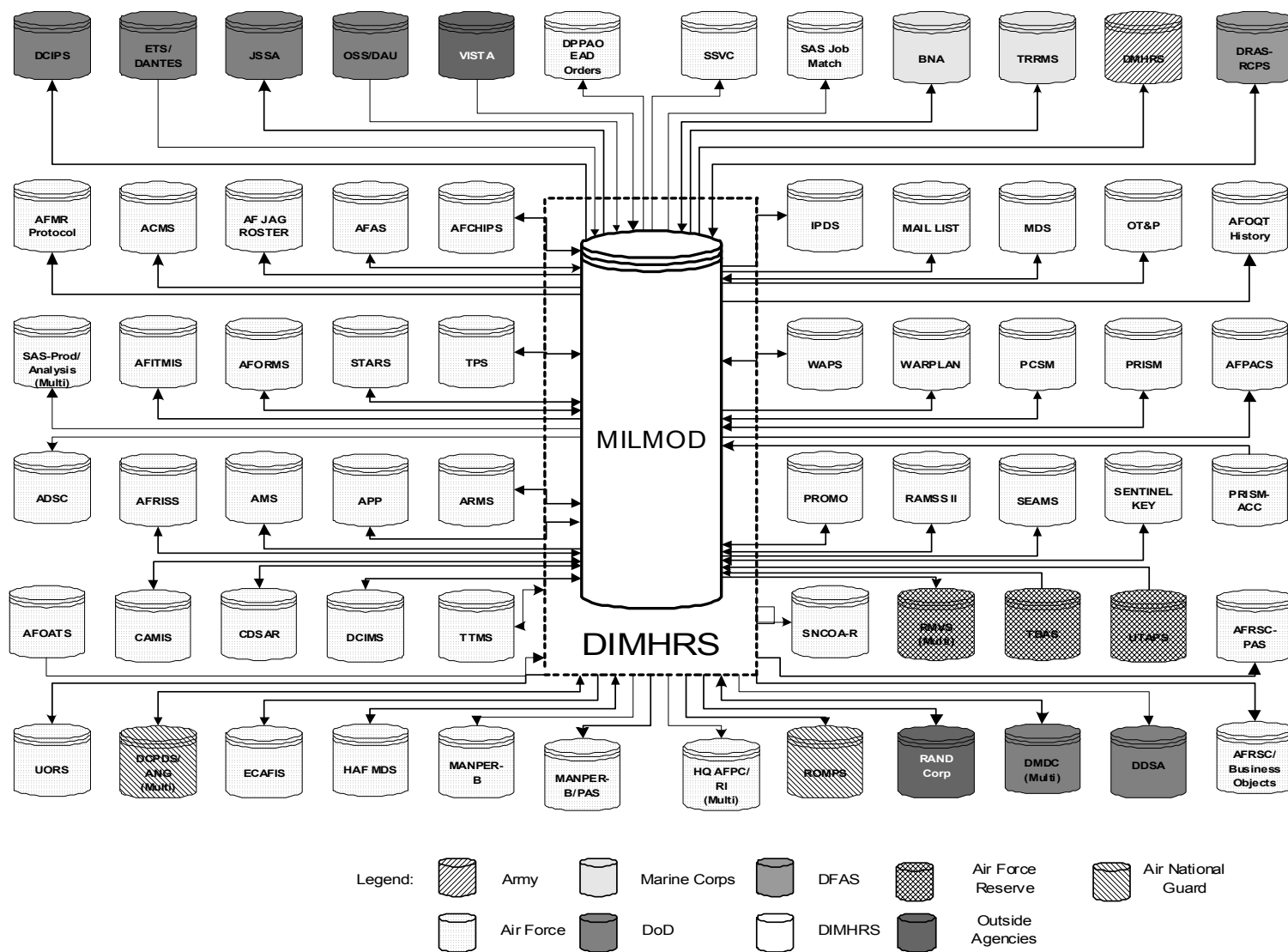
Figure G-10 Air Force System View

Table G-7 Air Force Operational Information Exchange
Operational Information Exchange Matrix (OV-3)
Air Force External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.2	AFT6.1.1.11	As Required	Officer Commission Support Data	MILMOD	APP	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.11	As Required	Officer Commission Support Data	APP	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	AFT6.1.1.16	Monthly	Manpower Data	MILMOD	HAF MDS	Y	Data	24 hours	Secret
SN4.1.1	AFT6.1.1.16	Monthly	Manpower Data	HAF MDS	MILMOD	Y	Data	24 hours	Secret
SN4.3.1	AFT6.1.1.15	Daily	ANG Personnel Accounting Information	MilMod	DCPDS/ANG	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.6.1.15	Daily	ANG Personnel Accounting Information	DCPDS/ANG	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	As Required	Dental Data Extract	MILMOD	DCIMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	As Required	Dental Data Extract	DCIMS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Course Training Data	MILMOD	CDSAR	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Course Training Data	CDSAR	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	AFT6.1.1.16	Daily	Manpower Data	MILMOD	MDS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	AFT6.1.1.16	Daily	Manpower Data	MDS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.12	As Required	Accession Management	MILMOD	CAMIS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.12	As Required	Accession Management	CAMIS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Quota Changes	MILMOD	BNA	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Quota Changes	BNA	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Weekly	Pilot Test Scores	MILMOD	PCSM	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Weekly	Pilot Test Scores	PCSM	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Required	Promotion Board Build Schedule	MILMOD	PRISM	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Required	Promotion Board Build Schedule	PRISM	MILMOD	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	AFT6.1.1.15	Monthly	Scheduled Data Extract (EOM and Promotion Cycles)	MILMOD	PROMO	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Monthly	Scheduled Data Extract (EOM and Promotion Cycles)	PROMO	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Pay Affecting Personnel Transaction	MILMOD	DRAS-RCPS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Pay Affecting Personnel Transaction	DRAS-RCPS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.27	As Required	Personnel Data Exchange	MILMOD	ARMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.27	As Required	Personnel Data Exchange	ARMS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	As Required	Training Program Management	MILMOD	TPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	As Required	Training Program Management	TPS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Daily	Airman Promotion Data	MILMOD	WAPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Daily	Airman Promotion Data	WAPS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
	AFT6.6.1.1.13	As Required	AFAS Loan Monitor Information	MILMOD	AFAS	N	Data	24 hours	Sensitive Unclassified
	AFT6.6.1.1.13	As Required	AFAS Loan Monitor Information	AFAS	MILMOD	N	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.12	As Required	Recruiting Personnel Data	MILMOD	RAMSS II	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.12	As Required	Recruiting Personnel Data	RAMSS II	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	Weekly	Personnel Data for Medical Programs	MILMOD	AFCHIPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	Weekly	Personnel Data for Medical Programs	AFCHIPS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.14	As Required	CCAF Transcript Tracking	MILMOD	STARS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.14	As Required	CCAF Transcript Tracking	STARS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.25	Daily	Aircrew Flying Data	MILMOD	AFORMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.25	Daily	Aircrew Flying Data	AFORMS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.1	AFT6.2.1.2	Daily	Security Clearance Data	MILMOD	SENTINEL KEY	Y	Data	24 hours	Sensitive Unclassified
SN4.1	AFT6.2.1.2	Daily	Security Clearance Data	SENTINEL KEY	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.12	As Required	Job Reservations	MILMOD	AFRISS	Y	Data	24 hours	Sensitive Unclassified

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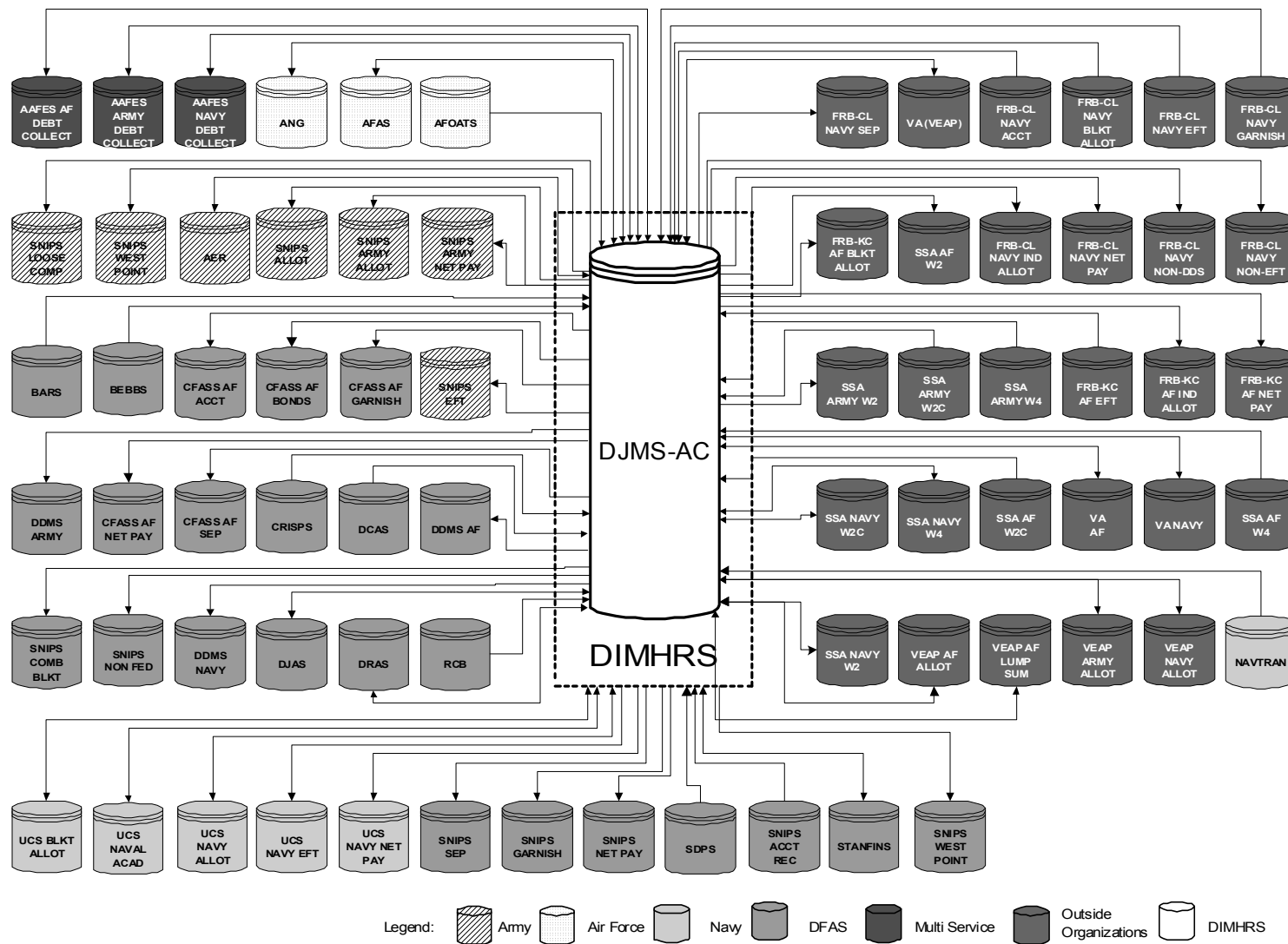| UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.2	AFT6.1.1.12	As Required	Job Reservations	AFRISS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Technical Training Data	MILMOD	TTMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	Daily	Technical Training Data	TTMS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.14	As Required	AFIT Management	MILMOD	AFITMIS	N	Data	24 hours	Sensitive Unclassified
	AFT6.6.1.9.3	As Required	Casualty Reporting	MILMOD	DCIPS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.6.1.5	Daily	JAG Source Data	MILMOD	AF JAG ROSTER	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	Daily	Data Retrieval (Discoverer)	MILMOD	AMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	As Required	Total Force Data Medical	MILMOD	DMHRS	Y	Data	24 hours	Sensitive Unclassified
	AFT6.1.1.11	Annually	Scheduled Data Extract (Six End-of-Yr and Gain-Loss/Off Seps)	MILMOD	RAND CORP	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	As Required	USAFSOS Training Management	MILMOD	UORS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	OP4.4.5	Weekly	USMC Training on AF Base Tracking	MILMOD	TRRMS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.14	As Required	On-line Processing (College for Enlisted PME)	MILMOD	SNCOA-R	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.14	As Required	On-line Processing (Air University)	MILMOD	SEAMS	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.20	As Required	JCS Training Information	MILMOD	JSSA	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.26	Monthly	PCS Move Information	MILMOD	ECAFIS	N	Data	24 hours	Sensitive Unclassified
OP4.4	AFT6.6.1.4	As Required	Personnel Data Extract (DISA CRON Job)	MILMOD	OT&P	Y	Data	24 hours	Sensitive Unclassified
OP4.4	OP4.4	As Required	Contingency Planning Support	MILMOD	WARPLAN	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Required	Mailing List Data	MILMOD	Mail List/ML	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	Weekly	Acquisition Personnel Data Extract	MILMOD	ACMS	Y	Data	24 hours	Sensitive Unclassified
	AFT6.1.1.24	As Required	Innovation Program Statistical Analysis	MILMOD	IPDS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Required	Personnel Accounting Information for ANG Retention Programs	MILMOD	ROMPS	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.3.1	AFT6.1.1.13	Daily	Class Graduation/Elimination	OSS/DAU	MILMOD	Y	Data	24 hours	Sensitive Unclassified
	AFT6.1.1.26	As Required	TDY Data	TBAS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Monthly	Education Testing Information	ETS/DANTES	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.18	As Required	Reserve Unit Training Support	UTAPS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Weekly/As required	RCCPDS/RRR/AFTMS/Personnel Management Data	MILMOD	DMDC	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Monthly	DEERS Database Extract	DMDC DEERS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	To Be Determined	DDSA (Defense Dental System Activity)(formerly called DDSS)	MILMOD	DDSA	Y	Data	24 hours	Sensitive Unclassified
OP4.4	AFT6.4.1.1	Twice a month/As required	Contingency Operations Support	MILMOD	MANPER-B	Y	Data	24 hours	Sensitive Unclassified
OP4.4	AFT6.4.1.1	As Required	AF PAS Records	MILMOD	MANPER-B/PAS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.3	AFT6.6.1.4	Monthly	VISTA (Veterans Health Information Systems & Technology Architecture)	VISTA	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Required	DPPAO Extended Active Duty (EAD) Orders Program	MILMOD	DPPAO EAD orders	Y	Data	24 hours	Sensitive Unclassified
	AFT6.1.1.26	Daily	SSVC (Student Store Value Card Program)	MILMOD	SSVC	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	On demand	SAS Job Match	MILMOD	SAS Job Match	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.27	As Required	AFOQT (Air Force Officer Qualifying Test) History	MILMOD	AFOQT history	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.13	As Required	Personal Property Automated Counseling	MILMOD	AFPACS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	After each Management Level Review (MLR) is complete/update only as required	Promotion Recommendation Support	PRISM-ACC	MILMOD	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.1.1	AFT6.1.1.15	Monthly	Air Force Regional Service Center - Civilian Personnel	MILMOD	AFRSC-PAS	Y	Data	24 hours	Sensitive Unclassified
SN4.1.1	AFT6.1.1.15	Daily	AFRSC Business Objects	MILMOD	AFRSC/Business Objects	Y	Data	24 hours	Sensitive Unclassified
	ATF6.6.1.9.3	As Required	Mortality Registry	MILMOD	AFMR Protocol	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	Daily	Reserve Vacancy Data Retrieval - -Update Schedule (Daily for Personnel and upon updates for PAS and Manpower)	MILMOD	RMVS	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.16	Daily	Reserve Vacancy Data Retrieval - -Update Schedule (Daily for Personnel and upon updates for PAS and Manpower)	RMVS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Daily	Active Duty Service Commitment Acknowledgement	MILMOD	ADSC	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	AFT6.1.1.11	As Needed	Projected Senior ROTC Graduates	AFOATS	MILMOD	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	As Needed	HQ AFPC/DPSA SAS Data	MILMOD	SAS-Production/ Analysis	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.1.1.15	Daily	HQ AFPC/Reporting Instance	MILMOD	HQ AFPC/RI	Y	Data	24 hours	Sensitive Unclassified

(SV-1) DIMHRS MULTI-SERVICE EXTERNAL INTERFACES
LEGACY SERVICE COMPONENT: DFAS

Figure G-12 DFAS System View – Part I
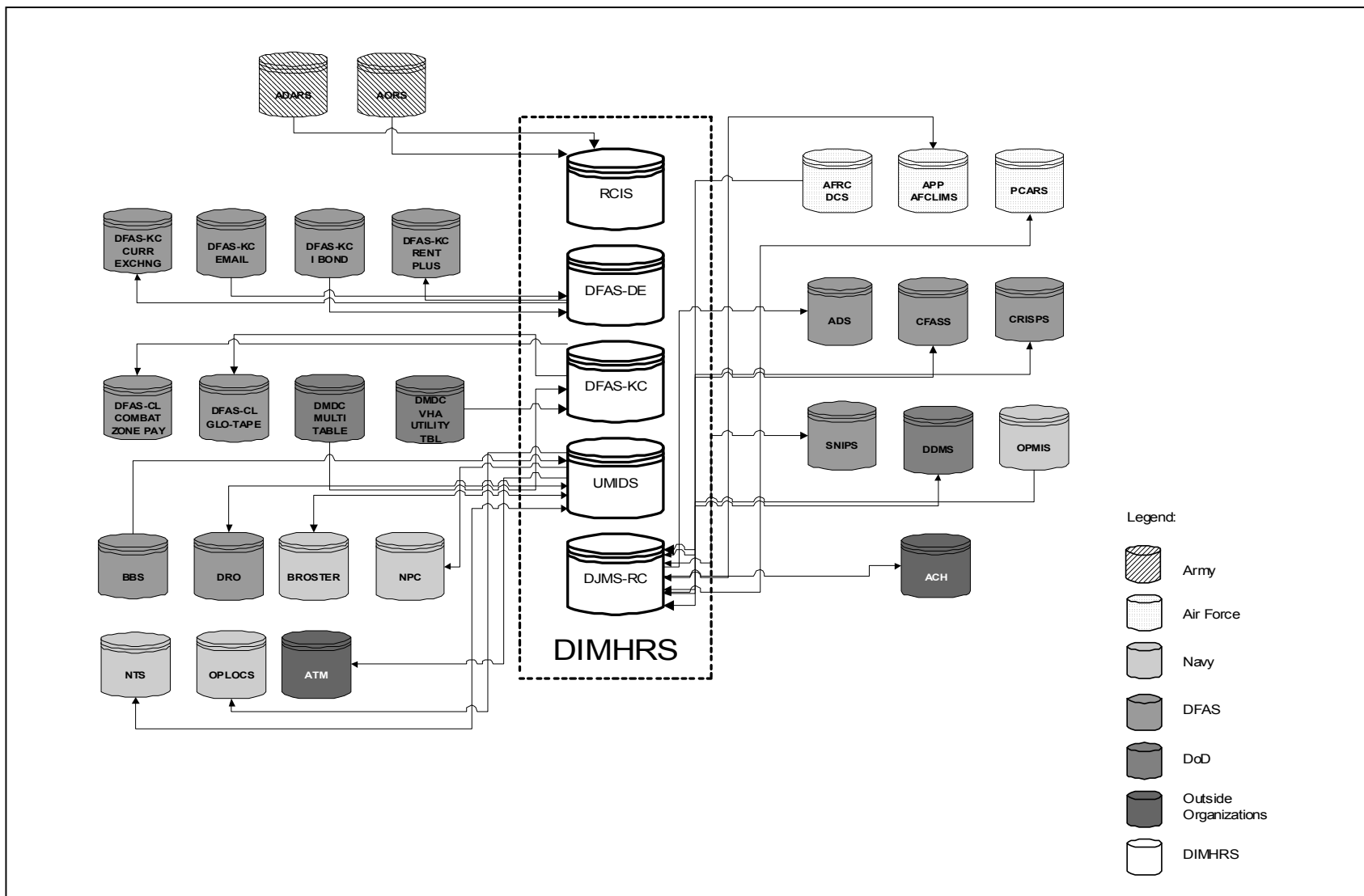
Figure G-13 DFAS System View – Part II

Table G-8 DFAS Operational Information Exchange

Operational Information Exchange Matrix (OV-3)

DFAS External Interfaces

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	SN4.7	Semi-weekly	Check Creation	DJMS-RC	SNIPS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Semi-weekly	Check Creation	SNIPS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Monthly	Retirement and Annuity Updates	DJMS-AC	DRAS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Monthly	Retirement and Annuity Updates	DRAS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	Accounting Data	DJMS-AC	DJAS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	Accounting Data	DJAS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Voucher Transaction File	DJMS-AC	ANG	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Voucher Transaction File	ANG	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Air Force Aid payments	DJMS-AC	AFAS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Air Force Aid payments	AFAS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	Monthly	Army emergency relief allotment	DJMS-AC	AER	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	Monthly	Army emergency relief allotment	AER	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	As needed	Navy debt collection	DJMS-AC	AAFES Navy Debt Collect	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	As needed	Navy debt collection	AAFES Navy Debt Collect	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Accounts Reconciliation	DJMS-AC	VEAP Navy Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Accounts Reconciliation	VEAP Navy Allot	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.6.1.13	As needed	Air Force debt collection	DJMS-AC	AAFES AF Debt Collect	Y	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	AFT6.6.1.13	As needed	Air Force debt collection	AAFES AF Debt Collect	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.6.1.13	Weekly	Posting Active/Inactive Duty Tour Information	DJMS-RC	PCARS	N	Data	24 hours	Sensitive Unclassified
SN4.3.1	AFT6.6.1.13	Weekly	Posting Active/Inactive Duty Tour Information	PCARS	DJMS-RC	N	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Weekly	Debt Reconciliation	DJMS-RC	DDMS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Weekly	Debt Reconciliation	DDMS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	As needed	Pay Account Update	DJMS-RC	CRISPS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	As needed	Pay Account Update	CRISPS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Check Management	DJMS-RC	CFASS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Check Management	CFASS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	ROTC Update	DJMS-RC	APP (AFCLIMS)	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	ROTC Update	APP (AFCLIMS)	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
OP4.8	OP4.8	Daily	Disbursing Returns Overseas	UMIDS	DRO	Y	Data	24 hours	Sensitive Unclassified
OP4.8	OP4.8	Daily	Disbursing Returns Overseas	DRO	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Accounts Reconciliation	DJMS-AC	VEAP AF Lump Sum	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Accounts Reconciliation	VEAP AF Lump Sum	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	Accounts Reconciliation	DJMS-AC	VEAP Army Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	Accounts Reconciliation	VEAP Army Allot	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	As needed	Army debt collection	DJMS-AC	AAFES Army Debt Collect	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	As needed	Army debt collection	AAFES Army Debt Collect	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Daily	Pay/ Pay Entitlement Transactions	UMIDS	NTS	N	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Daily	Pay/ Pay Entitlement Transactions	NTS	UMIDS	N	Data	24 hours	Sensitive Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	AFT6.1.1.26	Monthly	Accounts Reconciliation	DJMS-AC	VEAP AF Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Accounts Reconciliation	VEAP AF Allot	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Quarterly	Accounts Reconciliation	DJMS-AC	VA Navy	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Quarterly	Accounts Reconciliation	VA Navy	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Quarterly	Accounts Reconciliation	DJMS-AC	VA AF	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Quarterly	Accounts Reconciliation	VA AF	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.4	As needed	Recruit Database Update	UMIDS	BROSTER	N	Data	24 hours	Sensitive Unclassified
SN4.1.2	NTA4.4.5	As needed	Recruit Database Update	BROSTER	UMIDS	N	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	DJMS-AC	UCS Navy Allotment	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	UCS Navy Allotment	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	DJMS-AC	UCS Naval Academy	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	UCS Naval Academy	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	DJMS-AC	UCS Blanket Allotment	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	UCS Blanket Allotment	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	Pay Transaction Updates	DJMS-AC	STANFINS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	As needed	Pay Transaction Updates	STANFINS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Monthly	VEAP Deduction Data and Account Balance	DJMS-AC	VA (VEAP)	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Monthly	VEAP Deduction Data and Account Balance	VA (VEAP)	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Pay Allotments	DJMS-AC	FRB-CL Navy Blkt Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Accounts Receivable	DJMS-AC	CFASS AF Accts Rec	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.3	Monthly	Uncollected Debt Reconciliation	DJMS-AC	DDMS Army	Y	Data	24 hours	Sensitive Unclassified

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UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	NTA4.4.4	Daily	Pay EFT	DJMS-AC	FRB-CL Navy EFT	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Account Reconciliation	DJMS-AC	FRB-CL Navy Acct Rec	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Pay Garnishment Action	DJMS-AC	FRB-CL Navy Garnish	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Bank Account Management	UMIDS	ATM	N	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Semi-monthly	Pay Transaction File	DJMS-AC	FRB-CL Navy Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Uncollected Debt Reconciliation	DJMS-AC	DDMS Navy	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Uncollected Debt Reconciliation	DJMS-AC	DDMS Air Force	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Air Force Final Separation Check File	DJMS-AC	CFASS AF Separate	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Semi-monthly	Air Force Net Pay Check File Local Payees	DJMS-AC	CFASS AF Net Pay Local	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Semi-monthly	Air Force Net Pay fall out from EFT processing	DJMS-AC	CFASS AF Net Pay EFT	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Air Force Pay Garnishment	DJMS-AC	CFASS AF Garnish	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Air Force Bond Issuance	DJMS-AC	CFASS AF Bond Issue	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Semi-monthly	Pay Transaction File	DJMS-AC	FRB-CL Navy Non-DDS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Daily	Personnel Transactions	UMIDS	NPC	N	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Member Account Update	DJMS-RC	ADS	N	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Automated Payments	DJMS-RC	ACH	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	As needed	Statements of Accountability	UMIDS	OPLOCS	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Bond printing and processing	DJMS-AC	CFASS AF Bond Print	Y	Data	24 hours	Sensitive Unclassified
	AFT6.1.1.26	Quarterly	Update Tax Information	DJMS-AC	SSA AF W4	Y	Data	24 hours	Sensitive Unclassified

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UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Garnish	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Pay Allotments Individual	DJMS-AC	FRB-CL Navy Ind Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Semi-monthly	SNIPS Update	DJMS-AC	SNIPS Loose/Composite	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Semi-monthly	SNIPS Update	DJMS-AC	SNIPS Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Non-Fed	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	As needed	SNIPS Update	DJMS-AC	SNIPS Separate	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS West Point	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS West Pt EFT	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Monthly	Individual Allotments	DJMS-AC	FRB-CL Navy Non-EFT Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Annually	Update Tax Information	DJMS-AC	SSA AF W2C	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Daily	SNIPS Update	DJMS-AC	SNIPS EFT	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Annually	Update Tax Information	DJMS-AC	SSA Army W2	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Annually	Update Tax Information	DJMS-AC	SSA Army W2C	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Quarterly	Update Tax Information	DJMS-AC	SSA Army W4	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Annually	Update Tax Information	DJMS-AC	SSA Navy W2	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Annually	Update Tax Information	DJMS-AC	SSA Navy W2C	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Quarterly	Update Tax Information	DJMS-AC	SSA Navy W4	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	DJMS-AC	UCS Navy EFT Fallout	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Bi-monthly	Check Generation	DJMS-AC	UCS Navy Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Annually	Update Tax Information	DJMS-AC	SSA AF W2	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Pay Allotments Blanket	DJMS-AC	FRB-KC AF Blkt Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Daily	EFT Pay Allotments	DJMS-AC	FRB-KC Army EFT	Y	Data	24 hours	Sensitive Unclassified

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UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Comb Blkt	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	Pay Allotments Blanket	DJMS-AC	FRB-KC Army Blkt Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Semi-monthly	Pay Transaction File	DJMS-AC	FRB-KC AF Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	Pay Allotments Individual	DJMS-AC	FRB-KC Army Ind Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Daily	Electronic Funds Transfer	DJMS-AC	FRB-KC AF EFT	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Semi-monthly	Pay Transaction File	DJMS-AC	FRB-KC Army Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	As needed	Separation Pay	DJMS-AC	FRB-CL Navy Separate	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Acct Rec	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Allotment	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Monthly	SNIPS Update	DJMS-AC	SNIPS Army Allotment	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Semi-monthly	SNIPS Update	DJMS-AC	SNIPS Army Net Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Semi-monthly	Pay Transaction File	DJMS-AC	FRB-CL Navy Non-EFT Pay	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Pay Allotments Individual	DJMS-AC	FRB-KC AF Ind Allot	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.6.1.13	As needed	Pay Transactions	AFRC DCS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
OP4.8	OP4.8	Semi-monthly	Overseas Allowance Data to update DJMS	DMDC	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	SN4.7	Daily	Information Download	BBS	UMIDS	N	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.6.1.13	Daily	Officer Accession Training Update	AFOATS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	Daily	ROTC Management	OPMIS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	NTA4.4.4	As needed	Transportation Transactions	NAVTRANS	DJMS-AC	Y	Data	24 hours	Unclassified

UJTL	Service Task Number	Event/Action	Information/ Characterization	Sending Node	Receiving Node	Critical	Format	Timeliness	Classification
SN4.7	SN4.7	As needed	Cash Accountability Report	DCAS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	ART6.7.2	Daily	DJMS-RC Pay Transaction Input	ADARS	RCIS	Y	Data	24 hours	Sensitive Unclassified
	ART6.6.2.2	Daily	Orders Generation	AORS	RCIS	N	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.7.3	Daily	Credit Pay Records for Returned Checks and Allotments	CRISPS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	OP4.8	As needed	Manage Return Checks, EFT, and Bonds	RCB	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	OP4.8	Monthly	USSDP Contributions	SDPS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	AFT6.1.1.26	Monthly	Bill collection	BARS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
SN4.7	OP4.8	Monthly	Bond issuance	BEBBS	DJMS-AC	Y	Data	24 hours	Sensitive Unclassified
OP4.8	AFT6.6.1.13	Semi-monthly	Field Office Pay Transactions	DCS	DJMS-RC	Y	Data	24 hours	Sensitive Unclassified

Appendix H.   Legacy Systems Identified for Replacement by DIMHRS (Pers/Pay) Version 1.2

Appendix H. Legacy Systems Identified for Replacement by DIMHRS (Pers/Pay) Version 1.2

A # after the system acronym identifies systems added since version 1.1.

SYSTEM ACRONYM/ SERVICE	SYSTEM TITLE	REMARKS
ACCS (DFAS)	Adjudication Case Control System	Added by DFAS comment in Flag level review
ACIPS/ACIPS-LT# (Army)	Army Casualty Information Processing System/Army Casualty Information Processing System-Light	Added by USA comments to ORD dtd 30 Nov 98. Will become Defense Casualty Information Processing System (DCIPS).
AFRCDCS# (Air Force Reserve)	Air Force Reserve Command Data Collection System	Added by Msg, Dawn Reed (JR&IO) dtd Jan 5, 1999
AMIS	Army Management Information System	Added by BFM coordination Feb 16, 1999
ARMS (Marine Corps)	Automated Recruit Management System	To be replaced by MCTFS and UD/MIPS Oct 01
BLMPS/HAF-PDS (Air Force)	Base Level Military Personnel System/ Headquarters Air Force - Personnel Data System	To be replaced by MILMOD
BWCO (Air National Guard)	Base Workday Control Officer	Added by Msg, Dawn Reed (JR&IO) dtd Apr 16, 1998
CMS	Clearance Management System	Added by BFM coordination Feb 16, 1999
DAMIS	Drug and Alcohol Management Information System - Headquarters	Added by BFM coordination Feb 16, 1999
DDS (DFAS)	Deployable Disbursing System	Added per Army msg 02 Aug 99.
DJMS-AC (DFAS)	Defense Joint Military Pay System-Active	Used by Army, Air Force, and Navy.
DJMS-RC (DFAS)	Defense Joint Military Pay System-Reserve	Used by Army, Air Force, and Navy.
DMO (DFAS)	Defense MilPay Office	Added per USMC Flag comment, May 2001.
DMRS# (Navy)	Diary Message Reporting System	Added by USN comments to ORD dtd 1 Dec 98. To be replaced by NSIPS
EARS# (Multi-Service)	Evaluation and Analysis Reporting Support System	Added per DCSOPS comment, dtd 14 May 99
EDAS	Enlisted Distribution and Assignment System	Added by BFM coordination Feb 16, 1999
EDAS (PEPDUS)	Enlisted Distribution and Assignment System (PERSCOM Enlisted Personnel Data Update System)	Added by BFM coordination Feb 16, 1999

SYSTEM ACRONYM/ SERVICE	SYSTEM TITLE	REMARKS
EPM	Enlisted Promotion Module	Added by BFM coordination Feb 16, 1999
IAOS (Air National Guard)	Integrated Automated Orders System	Added by Msg, Dawn Reed (JR&IO) dtd Apr 16, 1998
IMAPMIS (Navy)	Inactive Manpower and Personnel Management Information System	Source data collection to be replaced by NSIPS in FY02. Comment added per N120 memo, dtd 13 May 99.
IMPS (Air National Guard)	Integrated Military Personnel System	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
JDC III (DFAS)	JUMPS Data Collection III	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
JDC-II (DFAS)	JUMPS Data Collection II	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
JTLA (DFAS)	Joint Temporary Lodging Allowance System	Added by DFAS comment in Flag level review
JUSTIS (Army National Guard)	JUMPS Standard Terminal Input Subsystem	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
KEYSTONE – RETAIN# (Army)	Keystone – Reenlistment Assignment System	Added by USA comments to ORD dtd 30 Nov 98
KEYSTONE-REQUEST (Army)	Keystone - Recruit Quota System	
MCTFS (Marine Corps)	Marine Corps Total Force System	To include xx Headquarters applications (Under USMC review)
MILMOD (Air Force)	Military Modernization	Replaces BLMPS/HAF-PDS
NES (Navy)	Navy Enlisted System	
NRDP# (DFAS)	Naval Reserve Drill Pay System	Replaced by DJMS-RC Aug 11, 1999
NSIPS (Navy)	Navy Standard Integrated Personnel System	
OERS-E	Officer Evaluation Reporting System - Enhanced	Added by BFM coordination Feb 16, 1999
OLDS (Marine Corps)	On-Line Diary System	
OPINS II (Navy)	Officer Personnel Information System II	Edited per Msg, LCDR O'Konek (JR&IO) dtd Feb 16, 1999
OSSS	Officer Selection Support System	Added by BFM coordination Feb 16, 1999
OTA# (Air Force)	Oracle Training Administration	Replaces AF Training Management System. Added by AF comments to ORD dtd 8 Dec 98.
PC-III (Air Force)	Personnel Concept - III	

SYSTEM ACRONYM/ SERVICE	SYSTEM TITLE	REMARKS
PERSTEMPO	Personnel Tempo	Added by BFM coordination Feb 16, 1999
RAPTRS	Remote Access Pay Transaction and Reporting System	Added per USMC comment Oct 00
RCIS (DFAS)	Reserve Component Input Subsystem	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
RECBASS# (Army Reserve) (Army National Guard)	Reception Battalion Automated Support System	Added by BFM coordination Feb 16, 1999
RHS/RTSS (Naval Reserve)	Reserve Headquarters System/Reserve Training Support System	Edited per Msg, LCDR O'Konek (JR&IO) dtd Feb 16, 1999
ROAMS	Replacement Operations Automation Management System	Added by BFM coordination Feb 16, 1999
ROTC-MMS# (Army Reserve)	Reserve Officer Training Corps Mission Management System	Added by BFM coordination Feb 16, 1999
RPAS-ARNG# (Army)	Retirement Point Accounting System-Army National Guard	Added by USA comments to ORD dtd 30 Nov 98
SBIS - ISM# (Army)	Sustaining Base Information System Installation Support Modules (Personnel modules only)	Added by USA comments to ORD dtd 30 Nov 98
SDS (Navy)	Source Data System	To be replaced by NSIPS
SIDPERS-3 (Army)	Standard Installation/Division Personnel System	
SIDPERS-ARNG (Army National Guard)	Standard Installation/Division Personnel System – Army National Guard	
SIDPERS-R/CLAS (Army Reserve)	Standard Installation/Division Personnel System – Reserve / Center Level Application Software	Being replaced by TAPDB-R and RLAS.
SMART (DFAS)	System for Management of Rejected Transactions	Added by Msg, Dawn Reed (JR&IO) dtd Mar 26, 1998
TAPDB (Army)	Total Army Personnel Data Base	To include 39 Headquarters applications
TAPDB-G (Army National Guard)	Total Army Personnel Data Base-Guard	
TARPS-AGRMIS	The Army Reserve Personnel System - Active Guard Reserve Management Information System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-AORS	The Army Reserve Personnel System - ARPERCEN Orders and Resource System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-ARPIMS	The Army Reserve Personnel System – Army Reserve Personnel Information Middleware System	Added by Army Oct 00
TARPS-ARTRAMS	The Army Reserve Personnel System – Army Reserve Transaction Management System	Added by Army Oct 00
TARPS-COMM CD	The Army Reserve Personnel System – Commissary Cards Management System	Added by Army Oct 00
TARPS-ERS	The Army Reserve Personnel System - Evaluation Reports System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999

SYSTEM ACRONYM/ SERVICE	SYSTEM TITLE	REMARKS
TARPS-MGIB	The Army Reserve Personnel System – Montgomery GI Bill	Added by Army Oct 00
TARPS-MOBPERS	The Army Reserve Personnel System - Mobilization Personnel Processing System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-PRMS	The Army Reserve Personnel System - Personnel Records Management System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RDMS	The Army Reserve Personnel System - Reserve Database Maintenance System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RICS	The Army Reserve Personnel System – Records Interface Control System	Added by Army Oct 00
TARPS-RPAS	The Army Reserve Personnel System - Retirement Points Accounting System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RRS	The Army Reserve Personnel System - Reserve Recruiting System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RSAS	The Army Reserve Personnel System - Reserve Statistics and Accounting System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RSDQ	The Army Reserve Personnel System - Reserve Screening and Data Quality System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-RVPS	The Army Reserve Personnel System – Retiree Volunteer Pre-assignment System	Added by Army Oct 00
TARPS-SGLI	The Army Reserve Personnel System - Servicemen's Group Life Insurance System	Added by memo, CW2 Perez (JR&IO) Jan 5, 1999
TARPS-TAADS-R	The Army Reserve Personnel System – The Army Authorization Documentation System – Reserve	Added by Army Oct 00
TARPS-TPUMS	The Army Reserve Personnel System – Troop Program Unit Management System	Added by Army Oct 00
TARPS-UIC	The Army Reserve Personnel System – Unit Identification Code System	Added by Army Oct 00
TOPMIS	Total Officer Personnel Management Information System	Added by BFM coordination Feb 16, 1999
TPS# (Army)	Tactical Personnel System	Added by USA comments to ORD dtd 30 Nov 98
TRANSPROC (Army)	Transition Processing	Added per DCSOPS comment, dtd 14 May 99
UD/MIPS (Marine Corps)	Unit Diary/Marine Integrated Personnel System	
UMIDS (DFAS)	Uniform Microcomputer Disbursing System	To be replaced by NSIPS